UNIVERSITY OF PENNSYLVANIA

OCCUPATIONAL EXPERIENCE OF APPLICANTS FOR WORK IN PHILADELPHIA

BURTON R. MORLEY

A THESIS
IN ECONOMICS
PRESENTED TO THE FACULTY OF THE GRADUATE SCHOOL IN
PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR
THE DEGREE OF DOCTOR OF PHILOSOPHY

PHILADELPHIA
1930

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INTRODUCTION

The problem of unemployment has received a great deal of attention in the United States during the years following the war. Rapid increases in mechanization and changes in industrial technique have been outstanding among the various factors which have led to the realization that this country is now facing a condition in regard to unemployment which is not like the alignment of elements in any of the pre-war periods of curtailment. Most unemployment in previous years was more or less epidemic in nature, appearing in association with depressed business conditions and tending to decrease to a point which no longer aroused the interest of either industry or the public with the revival of business. The persistence with which the unemployment of recent years has been forced into the field of attention would seem to indicate a tendency to become chronic. Certainly the attitude of most of the people who are now working in this field shows a clear recognition of the fact that stable employment conditions are likely to be achieved only through continuous and constructive efforts in that direction and not by reliance upon any traditional policy of laissez faire.

This appreciation of the importance of unemployment in a complex industrial society has rather naturally led to the first point of attack in the analysis of the problem: that of quantitative measurement. Some of the studies which have adopted this angle of approach have sought to determine the size of the problem in terms of the number of people out of work at given times. Others have been devoted to the preparation of indices of employment such as those of the various well-known state and federal bureaus. The importance of these measurements is obvious. They are not easily made as many difficulties are involved. Thus a focus of interest has been produced which though not an over-emphasis, for the task of measurement is not yet adequately performed, is rather a confinement of attention in one area to the neglect of

another which is logically just as important. Neither these studies in applied economics nor those in the field of theory present any adequate description or analysis of the unemployed. In most cases the group is treated as though it were a homogeneous unit and no attempt is made to differentiate possible component parts.

The purpose of this study is to make a sortie into the second area in order to supplement the body of knowledge regarding measurement with information which will in part answer questions which must be asked about the nature and characteristics of the unemployed. As yet such queries have been necessarily met with opinions which have been drawn in great part from two sources. The first of these is that of common assumption and the second is the reports of social agencies which have engaged in relief work during periods of heavy unemployment.

Common assumption holds that the unemployed are of low caliber. The argument is that when reductions in labor forces are made the first people to be laid off are the least productive individuals. If this be the practice of each concern, then the total group thrown out of work will be of low productive capacity. It is further held that the unskilled workers are most severely affected by curtailments. Thus the major portion of the unemployed group will be the unfortunates who were just able to obtain employment when times were prosperous and whose earnings have been so low as to prevent the accumulation of an appreciable surplus. Such reasoning has been readily accepted by some employers because it tends to shift emphasis from unemployment as a responsibility of industry to unemployment as a social problem. The burden of the incompetents is too heavy for industry to bear except in prosperous times. The conclusion is that society must stand ready to care for these people when business is bad.

The inability of many workers to build up a reserve of savings to tide them over an out of work period cannot be denied. The bread lines and soup kitchens maintained by social agencies at such times afford concrete evidence to supplement that which is contained in their records. Such evidence supports the generalization that the unemployed are of low caliber.

Our understanding of the nature of the group is impaired by the introduction of two serious errors if these common assumptions are not wholly valid or if the information obtained from the persons who sought assistance is not typical of the unemployed. In a like manner, the selection of remedies to be applied cannot be properly made upon the basis of a faulty analysis of the nature of the problem.

The position here taken is that there are two major classes of unemployed persons: those who are seeking employment and those who are not. The workers in the latter class are those who because of old age, sickness, physical disability or other reasons are not in the labor market. The conditions under which many of these people live command our sympathy and they constitute a problem which an enlightened society cannot ignore but it is not among them that one must search to find material for testing the concepts which have been set up as being typical of the unemployed.

The first class of workers, those who are seeking employment, must contain those people, if any, who are above low grade ability and are able and willing to work. To the extent that these constitute any sizeable portion of the whole, industry faces a challenge to put its affairs in such order that it can absorb this usable supply of labor. The problem here is not one of salvage but of conservation of man power by utilization and prevention of further exposure to the deteriorating effects of enforced idleness.

Without, therefore, attempting at all to deny the existence of many low grade workers among the unemployed and with no idea of disparaging the attempts to improve their condition, this study has been confined to an examination of the only group offering an opportunity to answer the questions which will shortly be raised. It presents a detailed analysis of the characteristics of a number of applicants for jobs and of their occupational experience over at least a three year period. The evidence offered is applicable only to the class which is seeking employment and should not be regarded as being typical of all the unemployed.

This detailed and careful description of applicants is designed to make specific contributions to the knowledge of the character of the group by affording answers to four sets of pertinent questions. The material has been organized topically and the discussion of each subject aims to provide answers to the following questions. First: What is shown regarding the nature or experience of the group? Second: What are the inter-relationships between the topic here presented and those considered in other portions of the study? Third: How do the showings of applicants compare with available records of employed groups and with groups representing all the unemployed? Fourth: To what extent do current ideas conform to these findings?

Five topics were chosen. They are "Personal Characteristics of the Applicants", "Employment Experience of the Applicants", "Unemployment Experience of the Applicants", "Geographic and Occupational Mobility of the Applicants" and "Occupational Experience of the Applicants". The results of the topical analyses and the conclusions indicated by them are brought together in a final "Summary and Conclusions" which presents a composite picture of the applicants and attempts to evaluate the group as a source of employable labor.

The thirty-nine Philadelphia establishments which are listed below made essential contributions to the study by co-operating in the collection of material. Appreciation of their efforts can perhaps be best acknowledged by the statement that it would not have been possible to have obtained the data required without their assistance. The author is also deeply grateful to Prof. J. F. Dewhurst as well as to other members of the staff of the Industrial Research Department of the University of Pennsylvania for their kindness in responding to requests for suggestions and for criticisms of methods and materials.

The Co-operating Establishments

Asbestos Corp., The
Atlantic Refining Co.
Autocar Company
Bell Telephone Co.
Brown, Wm. Co.
Cadet Hosiery Co.
Cambria Silk Co.
City Mission
Continental Mills
Cresson-Morris Co.
Curtis Publishing Co.
Dill & Collins Co.
Disston, Henry & Sons, Inc.
Edwards, J. & Co., Inc.
Federal Knitting Mill
Federal Reserve Bank
Flagg, Stanley G, & Co.
Fleisher, S. B. & B. W., Inc.
Hess-Bright Mfg. Co.
Ins. Co. of North America
Ketterlinus Lithographic Mfg. Co.
La France Industries
Largman, Gray Co.
Metal Mfg. Assn.
Midvale Steel Co.
Penna. Sugar Company
Phila. Carpet Co.
Phila. Gas Works
Phila. Rapid Transit Co.
Pooly Furniture Co.
Sears, Roebuck & Co.
Shelbourne Mills
Stokes & Smith Co.
Strawbridge & Clothier
Sullivan, J. & Sons
Textile Mfg. Assn.
University of Penna.
Y. M. C. A.
Y. W. C. A.

CHAPTER I

METHODS AND PROCEDURE

The first object of the study was to obtain a representative and reliable sample to serve as the raw material for analysis. Consideration of the various means which might have been used led to the decision that the best plan was to secure the data from people who were applying for work at the very time the application was being made. This method had two distinct advantages. In the first place it gave assurance that the persons included in the sample were bona fide applicants. Secondly, the close association of the questions asked for the study and those called for by the application blanks of the various firms resulted in a more serious effort to give the required information than might have been accorded the questions of an interviewer who did not have a possible job to award.

For its successful operation this plan required the co-operation which was accorded by the thirty-nine Philadelphia establishments listed in the introduction. In their selection due care was taken to include representatives of each type of business activity which is important in the city and to vary the number of firms in each industry according to the size of the individual establishments available and the importance of the industry. The list as completed included the following individual industries: automobile, banking, carpets and rugs, cotton textiles, furniture, hosiery, insurance, knit goods, machinery, oil refining, paper, printing and publishing, public utilities, retail trade, shoe, silk, steel, sugar refining, tapestry, woolens and worsteds. In addition, six placement agencies were represented. Each firm collected the required information from all applicants during the first week of March, 1929.

EXHIBIT I

Name ..... Age..... City and country of birth.....

Address..... Sex..... Married..... Single.....

Are you now out of work?.....

How long have you been out of work?.....

Are you now working part time?.....

If so how many hours per week?.....

Regular occupation .....

What other occupations can you fill?

.....

.....

.....

How many members in your family including yourself - - - - - - - - - - - .....

How many of these are usually employed - .....

How many who are usually employed are now out of work (including yourself) - - .....

In the spaces below please give the information asked for regarding **all the jobs you have held since January 1, 1926,** indicating as accurately as possible when you started work on each job and when you left.

Dates— Give month and year From	To	Firm	City	Occupation	Reason for Leaving

If you were **out of work for more than one week** between the jobs listed above, please indicate below when and how long you were out of work each time.

Dates— From	To	How many weeks were you out of work?	Reasons (Vacation, sickness, unable to find work, etc.)

The form, shown in Exhibit I, provided for the recording of the essential data regarding the applicant's personal characteristics and job experience. The questions were made as simple and clear-cut as possible in an effort to forestall the chances of misunderstanding and a space was provided for reporting unemployment as well as employment periods in order that the applicant would be led to think back over his experience a second time and to afford a check upon the accuracy of his statements. The inclusion of additional items was considered but the decision was to omit all which were not essential and avoid a long and complicated form which, as experience has shown, yields much poorer and more incomplete answers than a shorter number of specific questions.

The collection of material was made during the first week in March, 1929 by one or the other of two methods of procedure. Some of the firms delegated special interviewers who went over the form with the applicant and wrote in the answers as they were given. The other procedure was for the applicant to be given a copy of the form which was filled by him while in the employment office and then returned to the person in charge.

The Selection of the Sample

The gross yield of the week's collection was the records of 3,838 applicants. Each one of these was carefully scrutinized from several angles before it was accepted as a part of the sample.

The first criterion which was applied was the requirement of a complete employment record for at least three years. This was adhered to rigidly because any shorter period of time was not deemed adequate to give much insight into the experience of the applicant. A longer period would have been even more satisfactory but the limitations of memory, as the number of records which were rejected because they were incomplete for the

three- year period indicated, make it extremely difficult to obtain the information.

The application of the first test resulted in the tentative acceptance of 1,406 records. These were subjected to the second criterion which was that no form was accepted if more than one item of personal information had been omitted. Two hundred and five were thus eliminated.

The remaining 1,201 were then arranged in alphabetical order to discover the duplications. Sixty-nine of these were found. Their removal left a net sample covering 1,132 people.

The Representativeness of the Sample

The degree to which the sample as selected may be regarded as typical of the 3,838 applicants for jobs depends upon the extent to which the elimination process introduced a bias. Two items were chosen for comparison of the composition of the selected sample with that of the rejected material in order to check for bias. They were "Age distribution" from the data on personal characteristics and "Grade of the applicant's regular occupation" from the occupational experience section. The first of these revealed that a large number of young people under the age of twenty had been excluded. Nearly one-third of all rejections fell in this group, which constitutes one-fourth of all the applicants. These were largely persons who were seeking to enter employment for the first time. The remainder had held one or two jobs but their limited experience did not extend over the necessary three-year period. The majority of these newcomers cannot be classed as usually employed and even those who had held jobs had been working for such a short time that they may be regarded as still beginners. Certainly there is little opportunity for an analysis of their occupational experience.

TABLE I

COMPARISON OF SELECTED SAMPLE WITH REJECTED MATERIAL BY AGE GROUPS

Age Groups	Per Cent in Each Group	
	Selected Sample	Rejected Material
20-24	37.5	40.8
25-29	24.1	21.4
30-34	15.7	13.1
35-39	10.4	9.8
40-44	6.3	6.7
45-49	3.4	4.0
50 and over	2.6	4.2
TOTAL	100.0	100.0

(Less than 20 group omitted)

The other age groups shown in Table I reveal a close comparison between the selected sample and the crude material. The 20-24 year group was slightly reduced by the application of the experience requirement but the only notable difference is found in the upper group of age, 50 and over. Here the greater number of older persons in the crude material is due to the inclusion of returns from several social agencies. These were properly excluded from the selected sample because the officials in charge reported that they were largely "down and out" individuals who were seeking odd jobs and assistance. They belong in the group of chronically unemployed rather than among those actively seeking employment.

TABLE II

COMPARISON OF SELECTED SAMPLE WITH REJECTED MATERIAL

BY GRADE OF REGULAR OCCUPATION

Grade of Occupation	Per Cent in Each Group	
	Selected Sample	Rejected Material
Clerical:		
Low grade	14.3	17.9
Medium grade	8.8	6.8
High grade	5.4	4.4
Manual:		
Low grade	18.1	26.5
Medium grade	28.2	28.2
High grade	25.2	16.2
TOTAL	100.0	100.0

The comparison of grades of occupations shows a close correspondence between the crude material and the sample. In Table II the latter has a slightly smaller percentage of low-grade occupations and a correspondingly larger proportion of better grade. This relatively small bias is due to the sorting out of the incomplete job histories and is regarded as a justifiable sacrifice in the interest of obtaining adequate experience records.

The evidence of both these tests indicates that the sample is sufficiently free from bias to justify its use in spite of the severity with which the original material was pared down. The small bias in favor of the better grade jobs is admitted but is not considered sufficiently pronounced to affect the analysis or the conclusions which may be based upon it. The selected sample is shown by the age group comparison to be in close correspondence with all of the material collected except that which covers the group under 20 years of age. Since these beginners or persons of little experience constitute one-fourth of the total applicants, the chosen group can be definitely said to be representative of the three-fourths who were experienced. It will always be possible, therefore, whenever it is necessary that all applicants be considered, to add the inexperienced in the proper proportion.

Further evidence of the representativeness of the sample is afforded by the coverage of the crude material upon which it is based. The 3,838 applicants constitute nearly 5.0 per cent of the total number of unemployed persons in Philadelphia according to the recent census[1] made by J. Frederic Dewhurst and Earnest A. Tupper of the Industrial Research Department of the University of Pennsylvania. The firms represented employ normally some 50,000 workers or approximately six per cent of the working population of the city.

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1. Unemployment in Philadelphia, J. F. Dewhurst and E. A. Tupper, Ind. Research Dept., University of Pennsylvania, 1930. Summary, Monthly Labor Review, Feb., 1930.

The selected sample itself was tested by comparing selected items with those available in the United States Census of Occupations for 1920. Tables III and IV show percentage distributions by age and by industry of the applicants in the sample and of "persons usually employed" as reported by the Census.

TABLE III

COMPARISON OF SAMPLE WITH UNITED STATES CENSUS BY AGE

Age Groups	Per Cent in Each Group U. S. Census Persons Usually Employed In Philadelphia	Sample
Under 20	8.4	4.0
20-24	15.4	36.0
25-44	49.1	54.3
45 and over	27.1	5.7
TOTAL	100.0	100.0

The age distribution of the applicants shows smaller percentages in the lowest and highest age groups than does that of "Persons Usually Employed". This is readily explained by the exclusion from the sample of young and inexperienced workers and by the absence of the older workers who are not seeking employment. Both medium age groups in the sample exceed those in the Census in relative size because of the smallness of the younger and older groups of applicants. Age distribution is plainly greatly influenced by unemployment. The sample should not have been checked with the Census but should have shown divergences similar to those which actually appear.

The comparison of industrial distributions seemed least likely to show wide divergence between the selected sample and the Census. Barring extreme irregularity in any particular industry it is fair to assume that in their previous employment these applicants should have been distributed throughout the various industries in the same proportion as "Persons Usually Employed". This assumption is strengthened by the fact that the material was collected during a period when employment in Phila-

delphia industries, as shown by the index prepared by the Federal Reserve Bank of Philadelphia, was 99.3 per cent, based upon the period 1923-1925 as 100.

TABLE IV

COMPARISON OF SAMPLE WITH UNITED STATES CENSUS BY INDUSTRIES

Industries	Per Cent in Each Industry	
	U. S. Census Persons Usually Employed In Philadelphia	Sample
Agriculture	.4	.9
Extractive	.1	.3
Manufacturing and mechanical	47.5	59.2
Transportation	8.1	9.5
Trade and clerical	25.7	26.0
Public service	2.7	1.3
Professional service	5.2	1.1
Domestic service	10.3	1.7
TOTAL	100.0	100.0

Table IV shows that the selected sample was in close correspondence with the Census in all but three of the groups of industries. These were professional service, domestic service and manufacturing and mechanical. In the first case the Census showed 5.2 per cent and the sample 1.1 per cent. This shortage is readily explained by the fact that the applicants were obtained from industrial and business concerns and that professional sources, such as doctors and lawyers, were not included. Domestic service in the Census is shown to account for 10.3 per cent, while the sample has only 1.7 per cent. This deficiency also is due to the fact that the material was collected from industrial and mercantile establishments.

These shortages are reflected in excesses in the other industries, as shown by the sample, particularly in the manufacturing and mechanical group. Another reason for their apparently undue size is that the Census makes a separation of the clerical and manual workers, including all clerical workers in one general classification of "clerical occupations", while the manual workers are distributed among the various industries in which they were employed. In the sample a strict industrial classi-

fication was followed which assigned every applicant to the industry in which he or she was employed without regard to whether the occupation was clerical or manual. It should be noted, however, that the trade and clerical industries did not absorb any of the excesses. In other words, this group contains a somewhat smaller number of applicants and the other industries contain larger numbers of applicants because of the inclusion of clerical workers in the industries in which they were actually employed. The differences, therefore, are apparent rather than real and the selected sample is actually in rather close accord with the industrial distribution of "persons usually employed".

As a result of the testing which has just been described, the selected sample is presented as being typical of the experienced applicants for jobs in industrial and business concerns. The absence of suitable bases of comparison has prevented these tests from being as absolutely conclusive as might be desired, but it is felt that they have borne out one of the premises on which the study was based; that is, that the collection of material from a well-scattered group of firms, each one of which is well-known in its particular field of business, should yield a sample of applicants for jobs which constituted, with the qualifications which have been noted, as nearly a typical group as can be obtained.

The Reliability of the Sample

Any consideration of the reliability of material, such as that contained in this study, must first take into account the fact that the nature of the material makes it necessary to obtain it from a number of individuals. The truth or falsity of the answers to the questions which were asked must rest fundamentally upon the sincerity and honesty of those individuals. It is not practically possible to check each individual in regard to these qualities. Such tests of reliability as are feasible must concern themselves with the conditions under which the material

was obtained and with such indications of validity as are afforded by close inspection of the completed record sheets and of the duplicate records which were obtained.

The first point which indicates the reliability of the sample is that the material was obtained at the time that the individual was seeking employment. A person under such conditions would naturally give serious consideration to requests for information, the nature of which was closely related to employment. The record forms, themselves, were similar in size and appearance to the ordinary application blanks which are used in most employment offices. As a matter of fact, in a great many cases the completed record quite clearly showed that the applicant had regarded it as an actual application for work. The possibility of deception in regard to job history is thus reduced by the knowledge, which most applicants possess, that the information given may be, and often is, subjected to verification by the firm. It cannot, of course, be denied that even under such circumstances as these some applicants were led to exaggerate the importance of previous occupations by the use of job titles which the nature of the work did not justify, and in the same manner it is quite possible that a man would give "laid-off" as a reason for leaving rather than "discharged". Such things as these were carefully checked throughout the later analysis of the material and wherever, for example, it appeared that an applicant had over-stated the importance of his occupation it was classified as being of lower grade than that indicated by the title used. On the other hand, most of the questions concerned information, the falsification of which would be of no particular advantage to the applicant, and there was no reason to assume that he would be tempted to give false answers.

The exclusion of the applicants with faulty memories and those who were careless and not inclined to give serious consideration to the questions, by the eliminations which were made at the beginning, has further tended to increase the accuracy of the material which is included

in the sample. A number of applicants gave the failure of the employing firm as the reason for the termination of their employment. Over 100 of the firms named were local. Checks of both the telephone directory and the Industrial Directory of Pennsylvania revealed that none of them were listed after the date of their failure as reported by the applicants.

In addition to the considerations which have just been presented, a very good test of the reliability of the material was obtained by an examination of duplicate records. Sixty-nine persons made two applications during the week. The record which was obtained from one firm could thus be checked in each case with that from another. In all but three instances the replies to the various questions were practically identical. The three which were not found to be accurate showed that the applicants had molded their job histories to fit the possibility for employment with the particular firm to which the application was made. The personal items, even in these cases, checked satisfactorily. The existence of such a small amount of deliberate misstatement indicates that the reliability of the sample is high and that by far the greater number of applicants answered the questions sincerely and honestly.

Procedure and Analysis

After the selection of the sample was completed and its adequacy examined, appropriate codes were devised and the information was transferred to Hollerith tabulating machine cards. These were used in preparing the tabulations which formed the basis of discussion in the ensuing chapters. In most cases the various items of information could be coded into a sufficiently small number of significant groups so that the tables could be kept within concise limits. Age, length of employment, and length of unemployment were condensed from individual time units into a series of compact groups. The greatest

difficulty was encountered in the classification of the large number of occupations which were reported.

It was obviously impossible to prepare tables of any significance when some 350 occupations were involved. In many cases it was found that only one worker had been employed in the occupation and it was, therefore, very necessary to make a classification of these occupations. The first division which logically suggested itself was that of separation into manual and clerical. Each of these groups, however, had to be sub-divided according to the grade of the occupation which it contained. This presented a problem, which it is quite well recognized, has not yet been solved to the satisfaction of any considerable body of opinion, and in making the classification which has been used in this study, the author is quite well aware that it cannot be taken as having any validity as a generally acceptable classification. For the purpose of the analysis which it was desired to make, the need was for a small number of very broad groups. For that reason, clerical and manual occupations were each subdivided into only three grades: low, medium and high. In determining the grade of an occupation the following factors were considered:

1. The relative amount of experience and training which are commonly required.
2. The nature of the work, whether simple and highly routine, or whether varied and involving knowledge of process and judgment of materials.
3. The general level of remuneration and status which is generally accorded the job among workers.

Each occupation was considered in the light of all these criteria and in relation to the specific industry in which it was held, before it was placed in one of the grade groups. Therefore, although a rough classification was prepared which contained an assignment of each occupation to one of the grade categories, it was used more

as a guide than as an absolute basis for making up the tables which appear.

The specific procedure was to consider each occupation in relation to the job history which surrounded it, and with the classification as a guide, make an assignment of that occupation to one of the groups. For example, a bench-hand in a metal industry, which was producing a small or accurate product, would be classed as a high-grade manual worker in accordance with the grade to which that job was assigned in the classification, but a bench-hand in another production shop, where the requirements were only those of rough lathe work, would be classified as a medium manual worker.

It should be stated also that regard for the possible tendency on the part of workers to over-state, as well as the indefiniteness of some of the job titles, led to a very conservative attitude throughout the grading process. Where such titles as shoe worker, textile worker, or factory hand appeared, the occupation was classed as low grade manual or where there was any indication of over-statement the job was rated lower than the title indicated. For instance, a 19-year-old boy who reported himself as plumber's assistant on one job and machinist on another actually was graded as low-grade manual in both cases. As a check upon his own judgment in regard to the reckoning of the occupations, the author submitted the classification, which he prepared, to a number of persons who were familiar with occupations in different industries, and has incorporated into it the suggestions which were made by them.

As the work of analysis proceeded, the material seemed to lend itself to arrangement under five headings. The first of these was the personal characteristics of the applicants, and this subject, therefore, became the title of the chapter which follows. Then in order came the employment experience, the unemployment experience, the mobility, both geographic and occupational, and finally the occupational experience of the applicants.

CHAPTER II

PERSONAL CHARACTERISTICS OF THE APPLICANTS

This portion of the study deals with those personal qualities which serve to indicate the general character of the group. Its purpose is to present a descriptive analysis of age, sex and marital status, size of family, and place of birth, which can be used in the ensuing chapters to interpret the experience of the applicants.

The most important thing about the age distribution, shown in Table V, was its revelation of the relative youth of the applicants. Forty per cent of the entire group were under 25 and slightly over three-fourths were under 35. The number in each age group decreased very sharply as age increased, and the final group, containing those who were 50 and over, was only 2½ per cent of the total. This distribution emphasized the importance of making the separation of the unemployed into this group who were seeking jobs and another made up of those who were not trying to get employment. The distribution of age among those usually employed in Philadelphia, as given in the Census, showed much larger percentages in the older age groups. This contrast has two possible explanations—first, that the older employees are more steadily employed, and, second, that when they are thrown out of a job they tend to fall into a condition of permanent unemployment as indicated by their absence from the ranks of job seekers. Further evidence in support of this second explanation is furnished by the recent Census of unemployment in the city of Philadelphia to which reference has already been made. That study, which was based upon a house-to-house canvas and, therefore, includes both classes of unemployed, shows a much larger group in the older ages than is found in this material. The emphasis upon youth is also increased

when the inexperienced job seekers are considered. Their addition, as shown in the distribution of the total number of applicants, increases the less than 20 age group to slightly over 25 per cent. The effect of their inclusion, however, gradually lessens and it should be noted that the cumulative percentages for both the selected sample and the total number of applicants, is practically identical for those under 40. This emphasizes again the strikingly small number of persons in the older age groups.

TABLE V

APPLICANTS BY AGE DISTRIBUTION

Accepted Sample

Age	Number of Persons	Per cent each age group is of total	Number of persons cumulated	Cumulative percentages by age groups
Less than 20	45	3.97	45	3.97
20-24	407	35.98	452	39.95
25-29	263	23.20	715	63.15
30-34	171	15.10	886	78.25
35-39	113	9.99	999	88.24
40-44	68	6.00	1067	94.24
45-49	37	3.26	1104	97.50
50 and over	28	2.50	1132	100.00
TOTALS	1132	100.00		

Total Applicants Reporting

Age	Number of Persons	Per cent each age group is of total	Number of persons cumulated	Cumulative percentages by age groups
Less than 20	877	25.42	877	25.42
20-24	1049	30.40	1926	55.82
25-29	549	15.91	2475	71.73
30-34	336	9.75	2811	81.48
35-39	253	7.33	3064	88.81
40-44	172	4.98	3236	93.79
45-49	104	3.02	3340	96.81
50 and over	110	3.19	3450	100.00
TOTALS	3450	100.00		

Sex and Marital Status

The sex and marital status of the applicants presented in Table VI affords evidence of the stability of the group; 48.2 per cent or practically half of the total number were married men who had the responsibility of the support of a family. An additional 2.7 per cent were married women who were sharing the task of the maintenance of a home. The single men constituted 35.8 per cent of the sample and single women 11 per cent. The other groups were all so small as to be relatively unimportant.

TABLE VI

APPLICANTS BY MARITAL STATUS

Marital Status	Number of Persons	Per Cent In Each Group
Married Men	545	48.2
Single Men	405	35.8
Married Women	30	2.7
Single Women	125	11.0
Widowers	8	.7
Widows	15	1.3
Divorced Men	1	.1
Divorced Women	2	.2
TOTAL	1,131	100.0

(Not specified 1; grand total 1132)

The division in regard to sex was 15.2 per cent women and 84.8 per cent men. This does not correspond very closely to the grouping of "those usually employed" in the Census, which shows 26.3 per cent women and 73.7 per cent men. Here again two explanations are possible. First, that employment among women is more stable than it is among men, and that, therefore, a smaller number of them were seeking jobs, or second, that the omission of professional and domestic service has reduced the number of women applicants. This seems to be the more likely explanation because the Census shows that a large proportion of employees in both these categories are females.

Size of Family

Table VII shows that the families of the applicants ranged in size from one to eleven. The majority, however, were in families of three or less. Beginning with the family of four the number of families decreased sharply and regularly as the size of the family increases. The modal point is the family of three and the average size of family was found to be 3.87 per cent. This distribution offers some interesting contrasts to that obtained by the census of unemployment, the study to which reference has already been made. It reports an average size family as 4.3 persons among the unemployed and a corresponding tendency towards a greater number of larger-sized families. This is quite in line with what might have been expected from a sample which contained a larger proportion of older people and it suggests that the effects of unemployment among the older workers may be in part alleviated through the maintenance of the family income by its younger members.

TABLE VII

NUMBER OF APPLICANTS BY SIZE OF FAMILY

Number in Family	Number of Persons	Per Cent
One	133	11.7
Two	209	18.5
Three	239	21.1
Four	188	16.6
Five	119	10.5
Six	88	7.8
Seven	67	5.9
Eight	46	4.1
Nine	28	2.5
Ten	10	.9
Eleven	4	.4
TOTAL	1131	100.0

(Not specified 1; grand total 1132.)

Place of Birth

Most of the applicants were born in Philadelphia or the nearby area. In Table VIII, the percentage for the city is 53.8. An additional 16.8 per cent were born in

Southeastern Pennsylvania, New Jersey and Delaware. The only other substantial contribution came from Europe. The European-born were 15.4 per cent of the group, of which 10.3 per cent were from North Europe and 5.1 per cent from South Europe, including Russia. The remaining 14 per cent of the applicants were born in various parts of the United States. The percentage of foreign-born in the group is lower than that shown in the Census for those usually employed,—the actual figures being 15.8 per cent of the sample and 27.3 per cent for the Census. This discrepancy may be in part explained by the presence of foreign-born in the class of the unemployed who were not seeking employment, but it must also be admitted that it was more difficult for many of these people to fill out the record sheet and that this inability resulted in the elimination of a somewhat larger number of foreign-born than native-born.

TABLE VIII

APPLICANTS BY PLACE OF BIRTH

Place of Birth	Number of Persons	Per cent In Each Group
Philadelphia Area	608	53.8
Southeastern Pennsylvania, New Jersey and Delaware	190	16.8
New England	31	2.7
Western Pennsylvania, New York and West to the Mississippi and North of the Ohio	68	6.0
South of the Ohio and East of the Mississippi	44	3.9
West of the Mississippi	11	1.0
North Europe	117	10.3
South Europe including Russia	58	5.1
Asia, Africa and Australia		
North and South America	5	.4
TOTALS	1,132	100.0

Inter-relationships of Personal Characteristics

The consideration of the distribution of individual characteristics needs further discussion of the relationships of one characteristic to another in order to more completely describe the character of the whole group of applicants. The following tables show the relationships

of each with every other one of the four personal characteristics.

TABLE IX

AGE OF APPLICANTS BY SIZE OF FAMILY

Number of Persons in Family

	Total	1	2	3	4	5	6	7	8	9	10	11
Less than 20	45	2	....	3	14	7	8	7	2	1	1	....
20-24	407	46	68	75	52	46	37	28	29	15	8	3
25-29	263	29	57	74	41	19	16	11	9	6	....	1
30-34	170	21	35	37	43	16	8	6	3	1	....	....
35-39	113	16	22	26	20	13	9	5	....	2	....	....
40-44	68	9	10	12	11	9	6	5	3	3	....	....
45-49	37	7	7	6	4	6	3	4	....	....	....	....
50 and over	28	3	10	6	3	3	1	1	....	....	1	....
Totals	1131	133	209	239	188	119	88	67	46	28	10	4

Per Cent

	Total	1	2	3	4	5	6	7	8	9	10	11
Less than 20	100.0	4.4	...	6.7	31.1	15.6	17.8	15.6	4.4	2.2	2.2	...
20-24	100.0	11.3	16.7	18.4	12.8	11.3	9.1	6.9	7.1	3.7	2.0	.7
25-29	100.0	11.0	21.7	28.1	15.6	7.2	6.1	4.2	3.4	2.3	...	.4
30-34	100.0	12.3	20.6	21.8	25.2	9.4	4.7	3.5	1.8	.6	...	...
35-39	100.0	14.1	19.5	23.0	17.7	11.5	8.0	4.4	...	1.8	...	...
40-44	100.0	13.2	14.7	17.7	16.2	13.2	8.8	7.4	4.4	4.4	...	...
45-49	100.0	18.9	18.9	16.2	10.8	16.2	8.2	10.8	...	...	...	...
50 and over	100.0	10.7	35.7	21.4	10.7	10.7	3.6	3.6	...	...	3.6	...
Totals	100.0	11.7	18.5	21.1	16.6	10.5	7.8	5.9	4.1	2.5	.9	.4

(One not specified; total 1132)

The age of applicants when related to size of families, in Table IX, shows a general tendency for the younger workers to come from larger families and for the older workers to come from smaller families. Then the modal family of three, which represented 21 per cent of the applicants, was used as a breaking point. It was found that more than half of the two lowest age groups were distributed among larger-sized families; 88.9 per cent of those less than 20 and 53.6 per cent of those from 20-24 falling above the breaking point. The two oldest age groups had in contrast 54 per cent in families of three or smaller for those 45-49 years of age and 67.8 per cent for those 50 and over. It is noticeable also that the maximum-sized family in both of these groups, with the exception of but one person is seven, while both of the first

two groups are represented in the larger-sized families. The middle age groups had a distribution which did not vary in any marked degree from the averages for the whole group. Individual items may be found which are above or below the average figures, but all the groups are very close to the average of 40 per cent in families of more than three and 60 per cent in families of three or less.

TABLE X

SEX AND MARITAL STATUS OF APPLICANTS BY NUMBER IN FAMILY

Sex and marital status of applicants	Number of Persons in Family											
	Total	1	2	3	4	5	6	7	8	9	10	11
Married men	545	14	140	160	111	57	29	19	6	7	1	1
Single men	404	94	27	51	51	47	43	36	27	16	9	3
Married women	30	4	17	5	2	2	....	....	....	....	....	....
Single women	125	13	15	20	19	12	16	12	13	5	....	....
Widowers	9	4	1	2	2	....	....	....	....	....	....	....
Widows	17	4	9	1	2	1	....	....	....	....	....	....
Totals	1130	133	209	239	187	119	88	67	46	28	10	4

Sex and marital status of applicants	Per Cent										
	Total	1	2	3	4	5	6	7	8	9	10	11
Married men	100.0	2.6	25.7	29.4	20.4	10.5	5.3	3.5	1.1	1.3	.2	.2
Single men	100.0	23.2	6.7	12.6	12.6	11.6	10.6	8.9	6.7	4.0	2.2	.7
Married women	100.0	13.3	56.7	16.7	6.7	6.7	...	...	...	...	...	...
Single women	100.0	10.4	12.0	16.0	15.2	9.6	12.8	9.6	10.4	4.0	...	...
Widowers	100.0	44.5	11.1	22.2	22.2	...	..	...	...	...	...	...
Widows	100.0	23.5	52.9	5.9	11.8	5.9	...	...	...	...	...	...
Totals	100.0	11.8	18.5	21.2	16.5	10.5	7.7	5.9	4.1	2.5	.8	.4

The comparison of the sex and marital status of applicants with the size of family, in Table X, makes possible a number of observations. The most important group, the married men, for example, are distributed most heavily in families of two, three and four, and fall below the average in all families of more than five. The single men and single women in families of one are in direct contrast with married men. They are distributed below average

TABLE XI

NUMBER IN APPLICANT'S FAMILY BY NUMBER USUALLY EMPLOYED

Number in Family

Number Usually Employed	Total	1	2	3	4	5	6	7	8	9	10	11
1	658	133	160	168	106	49	25	15	1	1	....	....
2	243	....	47	57	52	37	23	14	7	5	1	....
3	125	....	....	13	24	18	20	22	15	8	4	1
4	61	....	....	....	6	13	13	10	10	8	1	....
5	27	....	....	....	....	2	6	5	7	4	1	2
6	6	....	....	....	....	....	1	....	3	....	2	....
7	3	....	....	....	....	....	....	1	1	1	....	....
8	2	....	....	....	....	....	....	....	2	....	....	....
9	2	....	....	....	....	....	....	....	....	1	1	....
10	....	....	....	....	....	....	....	....	....	....	....	....
11	1	....	....	....	....	....	....	....	....	....	....	1
Total applicants	1128	133	207	238	188	119	88	67	46	28	10	4
Total usually employed	2000	133	254	321	306	239	219	181	176	103	44	24
Total in family	4369	133	414	714	752	595	528	469	368	252	100	44

Percentages

Number Usually Employed	Total	1	2	3	4	5	6	7	8	9	10	11
1	100.0	20.2	24.3	25.5	16.1	7.4	3.8	2.3	.2	.2	...	...
2	100.0	...	19.3	23.4	21.4	15.2	9.5	5.8	2.9	2.1	.4	...
3	100.0	...	...	10.4	19.2	14.4	16.0	17.6	12.0	6.4	3.2	.8
4	100.0	...	...	...	9.9	21.3	21.3	16.4	16.4	13.1	1.6	...
5	100.0	...	...	...	...	7.4	22.2	18.5	26.0	14.8	3.7	7.4
6	100.0	...	...	...	...	...	16.7	...	50.0	...	33.3	...
7	100.0	...	...	...	...	...	...	33.3	33.3	33.4	...	...
8	100.0	...	...	...	...	...	...	...	100.0	...	...	...
9	100.0	...	...	...	...	...	...	...	...	50.0	50.0	...
10	...	...	...	...	...	...	...	...	...	...	...	...
11	100.0	...	...	...	...	...	...	...	...	...	...	100.0
Total applicants	100.0	11.8	18.3	21.1	16.7	10.5	7.8	5.9	4.1	2.5	.9	.4
Total usually employed	100.0	6.6	12.7	16.1	15.3	12.0	11.0	9.0	8.8	5.1	2.2	1.2
Total in family	100.0	3.0	9.5	16.3	17.3	13.6	12.1	10.7	8.4	5.8	2.3	.1

(Not specified 4; grand total 1132)

in families of two, three and four, and are distinctly above average in families of more than five. Married women, widows and widowers are entirely confined to families of five or less.

The significance of these distributions appears when they are considered in connection with age. Single men and women in a family of one show a very normal age distribution. In the families of more than five they fall very heavily into the two lowest age groups. They are very decidedly young people who are living at home and are, therefore, presumably contributing to the family income. Since they together constituted 46.8 per cent of all the applicants, they must be considered a very important factor in maintaining the family. It is, therefore, somewhat easier to understand how families are able to maintain themselves at the standards of living which require decidedly larger amounts than are earned by the head of the family. Married women, who appear only in the smaller-sized families, were largely of middle age and were found almost entirely in the intervals from 25-40. Widowers and widows were, also, almost entirely confined to the middle age groups, with a tendency to center at age 35-39.

The relation of the number of wage earners to size of family is further shown by the number usually employed per family. In Table XI the number of persons usually employed increases almost directly with the increase in size of family. For example, the proportion of individual wage earners is largest in families of one, two and three; two wage earners in families of three and four; three wage earners in families of four and five, six and seven; four in families of five and six; five wage earners in those of six, seven and eight; six in families of eight and ten; and seven in families of seven, eight and nine. More than seven wage earners are found only in the last three groups of the very largest families. The whole group of 1,128 applicants come from families which are usually represented by two thousand wage earners.

TABLE XII

PLACE OF BIRTH OF APPLICANTS BY AGE GROUPS

Age Groups	Total		Philadelphia		S. E. Penna.		New England		W. Penna., N. Y., and mid. West	
	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent
Under 20	45	4.0	32	5.3	6	3.2	2	6.5	2	2.9
20-24	407	35.9	245	40.2	73	38.4	8	25.7	28	41.2
25-29	263	23.2	143	23.5	42	22.1	8	25.7	16	23.5
30-34	171	15.1	84	13.8	35	18.4	3	9.7	4	5.9
35-39	113	10.0	50	8.2	14	7.4	2	6.5	11	16.2
40-44	68	6.0	33	5.4	10	5.3	3	9.7	5	7.4
45-49	37	3.3	15	2.6	1	.5	3	9.7	2	2.9
50 and over	28	2.5	6	1.0	9	4.7	2	6.5	..	...
TOTAL	1132	100.0	608	100.0	190	100.0	31	100.0	68	100.0

Age Groups	South		West		North Europe		South Europe		North and South America	
	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent
Under 20	1	2.3	....	...	1	.9	1	1.7	....	...
20-24	12	27.3	1	9.1	25	21.4	14	24.2	1	20.0
25-29	15	34.0	6	54.5	21	17.9	11	19.0	1	20.0
30-34	7	15.9	3	27.3	24	20.5	9	15.5	2	40.0
35-39	5	11.4	1	9.1	18	15.4	12	20.7	....	...
40-44	1	2.3	....	...	12	10.3	3	5.2	1	20.0
45-49	2	4.5	....	...	8	6.8	6	10.3	....	...
50 and over	1	2.3	....	...	8	6.8	2	3.4	....	...
TOTAL	44	100.0	11	100.0	117	100.0	58	100.0	5	100.0

The comparison of the place of birth of the applicants with their age distribution, as shown in Table XII, reveals the following tendencies: those who were born in North and South Europe are more heavily distributed through the older age groups, while those born in Philadelphia and nearby areas are distributed through the age groups in close conformity to the average age distribution of all applicants. Those born in the areas of the United States which are most distant from Philadelphia were heavily concentrated at or near the age group 25-29 years.

When the number in the family was compared with place of birth of the applicant (as in Table XIII) it was found the distance of the place of birth from Philadelphia bore very little direct relationship to the size of family. Those who were born in Philadelphia were distributed more heavily among the larger-sized families than among the smaller ones; the percentage found in all families of more than four tending to run above the average for the whole group. The applicants who were born in near-by areas tended to be distributed in the medium-sized and smaller families while those born in the more distant parts of the United States had a distribution which corresponded very closely in each size of family to the average for all families, of the applicants born in those areas. The foreign-born showed distributions heavier than the average in families of one and two and five and six, and corresponding smaller distributions in the medium-sized and very large families.

Marital status when compared to birthplace in Table XIV shows the relationships which were to be expected on the basis of the distributions found in the other comparative tables which have just been discussed. Single men and single women, who were more heavily distributed in the lower age groups, likewise show percentages born in Philadelphia which are larger than the average percentage of all applicants born in the city. The percentage of married men born in Philadelphia is below

TABLE XIII

PLACE OF BIRTH BY NUMBER IN FAMILY

Place of Birth	Total		1		2		3		4		5	
	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent
Philadelphia	608	53.8	59	44.3	99	47.4	122	51.1	127	67.6	56	47.2
S. E. Penna., N. J., Delaware	189	16.7	20	15.0	35	16.7	51	21.3	24	12.8	18	15.1
New England	31	2.7	7	5.3	11	5.3	3	1.3	3	1.6	5	4.2
W. Penna., N. Y., W. Miss., and North of Ohio	68	6.0	7	5.3	17	8.1	16	6.7	9	4.8	10	8.4
S. Ohio, E. Miss., inc. Va.	44	3.9	6	4.5	9	4.3	10	4.2	6	3.2	5	4.2
West of Mississippi	11	1.0	2	1.5	1	.5	3	1.3	1	.5	1	.8
North Europe	117	10.3	25	18.8	27	12.9	20	8.3	13	6.9	15	12.6
South Europe, inc. Russia	58	5.1	7	5.3	10	4.8	12	5.0	3	1.6	8	6.7
Asia, Africa and Australia	....	...	....	...	....	...	....	...	....	...	....	...
North and South America	5	.5	....	...	....	...	2	.8	2	1.0	1	.8
TOTAL	1131	100.0	133	100.0	209	100.0	239	100.0	188	100.0	119	100.0

Place of Birth	6		7		8		9		10		11	
	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent	No. pers.	Per-cent
Philadelphia	47	53.5	43	64.1	29	63.1	16	57.2	7	70.0	3	75.0
S. E. Penna., N. J., Delaware	17	19.4	12	17.9	6	13.0	5	17.9	1	10.0	....	...
New England	2	2.2	....	...	....	...	....	...	....	...	....	...
W. Penna., N. Y., W. Miss., and North of Ohio	2	2.2	3	4.5	1	2.2	2	7.1	1	10.0	....	...
S. Ohio, E. Miss., inc. Va.	2	2.2	1	1.5	3	6.5	2	7.1	....	...	....	...
West of Mississippi	1	1.1	1	1.5	....	...	....	...	....	...	1	25.0
North Europe	6	6.9	3	4.5	6	13.0	1	3.6	1	10.0	....	...
South Europe, inc. Russia	11	12.5	4	6.0	1	2.2	2	7.1	....	...	....	...
Asia, Africa and Australia	....	...	....	...	....	...	....	...	....	...	....	...
North and South America	....	...	....	...	....	...	....	...	....	...	....	...
TOTAL	88	100.0	67	100.0	46	100.0	28	100.0	10	100.0	4	100.0

(Not specified 1; grand total 1132)

TABLE XIV

BIRTHPLACE BY MARITAL STATUS

Place of Birth	Total		Marital Status: Married Men		Single Men		Married Women		Single Women		Widowers		Widows	
	No. Per.	Per-cent	No. Per.	Per-cent	No. Per.	Per-cent	No. Per.	Per-cent	No. Per.	Per-cent	No. Per.	Per-cent	No. Per.	Per-cent
0 Philadelphia	608	53.8	251	46.0	240	59.2	16	53.4	87	69.6	5	55.6	9	53.0
1 S. E. Penna., New Jersey and Delaware	189	16.7	101	18.7	63	15.6	3	10.0	16	12.8	1	11.1	5	29.4
2 New England	31	2.7	19	3.5	10	2.5	1	3.3	....	...	1	11.1	....	...
3 W. Penna., N. Y., W. to Miss., and N. of the Ohio	68	6.0	35	6.4	21	5.2	4	13.3	7	5.6	....	...	1	5.8
4 S. of Ohio and E. of Miss., inc. Virginia	44	3.9	29	5.3	11	2.7	....	...	3	2.4	1	11.1	....	...
5 West of the Mississippi	11	1.0	6	1.1	3	.7	1	3.3	1	.8	....	...	....	...
6 North of Europe	117	10.3	59	10.8	43	10.6	5	16.7	7	5.6	1	11.1	2	11.8
7 S. Europe including Russia	58	5.1	41	7.5	14	3.5	....	...	3	2.4	....	...	....	...
8 Asia, Africa, and Australia	....	...	....	...	....	...	....	...	....	...	....	...	....	...
9 North and South America	5	.5	4	.7	....	...	....	...	1	.8	....	...	....	...
TOTAL	1131	100.0	545	100.0	405	100.0	30	100.0	125	100.0	9	100.0	17	100.0

(Not Specified 1; Grand Total 1132)

the average for the group, with the result that their percentage distribution among the other places of birth is slightly higher in each case than that of the average for all applicants.

The more important aspects of the character of this group of applicants, which appear in the preceding analysis of the characteristics of the applicants, and the inter-relationship of these characteristics may now be briefly summarized. The examination of age showed the group to be composed of greater numbers of younger people than are found among all those usually employed. The average size family was 3.87 which is smaller than the average of 4.4 which was obtained from a census which included all those unemployed in various school districts of the city. Evidence of the relative stability of the group was found, in that married persons constituted slightly more than half of the entire number of applicants. In regard to origin it was found that more than half of the applicants were born in Philadelphia, while another very considerable portion, or nearly one-quarter were born in nearby areas. Those of foreign birth constituted approximately one-sixth of the group. The comparisons of the various items emphasized primarily the presence of the increasing number of wage earners who contribute to the support of the family as its size increases; the heavy distributions of young and unattached workers of both sexes throughout the larger-sized families; the relatively large numbers of foreign-born persons who fall in the older age groups in contrast to the more nearly average distribution of those born in Philadelphia and nearby areas and, finally, a more than average proportion of single persons of Philadelphia origin which is in line with the similarly large groups of younger persons who were born locally. In the chapters which follow, each of these personal characteristics will be considered in relation to the experience of the applicants in regard to employment, unemployment, mobility and occupations.

CHAPTER III

EMPLOYMENT EXPERIENCE OF THE APPLICANTS

Strong evidence of the quality of the applicants as a usable supply of labor is furnished by the material on employment experience. It is presented in two sections. The first embraces the data dealing with the number of jobs held by the applicants and the relationships between this item and the ages of applicants, the size of their families, their sex and marital status and places of birth which were discussed in Chapter II. The second section covers duration of employment by jobs, industries and occupations.

Number of Jobs Held

The distribution of applicants (Table XV) by the number of jobs held since January, 1926, which they reported, gives strong evidence of the stability of the group. Slightly more than a third had made no change in employment. An additional third had held only two jobs. Thus 67.7 per cent of the sample were persons who had made only one or no changes and whose steadiness of employment does not permit their being classed, in con-

TABLE XV

APPLICANTS BY NUMBER OF JOBS HELD

No. Jobs Held	No. of Persons	Percent in Each Group	No. of Persons Cumulated	Cumulated Percentages
One	388	34.4	388	34.4
Two	378	33.3	766	67.7
Three	218	19.2	984	86.9
Four	97	8.6	1081	95.5
Five	40	3.5	1121	99.0
Six	10	.9	1131	99.9
Seven	1	.1	1132	100.0
TOTALS	1132	100.0		

TABLE XVI

AGE OF APPLICANTS BY NUMBER OF JOBS

Age	Total		Number of Jobs: 1		2		3		4		5		6		7	
	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent
Less than 20	45	4.0	12	3.1	12	3.2	11	5.0	8	8.2	2	5.0	....	...	....	...
20-24	407	35.9	118	30.3	137	36.1	92	42.2	38	39.2	16	40.0	5	50.0	1	100.0
25-29	263	23.2	79	20.4	95	25.0	52	23.9	25	25.8	10	25.0	2	20.0	....	...
30-34	171	15.1	62	16.0	63	16.7	23	10.6	14	14.4	6	15.0	3	30.0	....	...
35-39	113	10.0	52	13.4	31	8.2	21	9.6	4	4.1	5	12.5	....	...	....	...
40-44	68	6.0	33	8.5	19	5.2	11	5.0	5	5.2	....	...	....	...	....	...
45-49	37	3.3	12	3.1	18	4.8	5	2.3	1	1.0	1	2.5	....	...	....	...
50 and over	28	2.5	20	5.2	3	.8	3	1.4	2	2.1	....	...	....	...	....	...
TOTAL	1132	100.0	388	100.0	378	100.0	218	100.0	97	100.0	40	100.0	10	100.0	1	100.0

formity with common opinion, as floaters and unstable workers. The cumulative percentage is increased to 86.9 if those who held three jobs are added. The remaining applicants who held more than three jobs and who, if no further check were available, might be regarded as possible floaters, constituted but 13.1 per cent of the group.

Relation of Age to Number of Jobs Held

The seriousness of the unsteadiness of those who held more than three jobs and even of those who held only three is, in part, reduced when the number of jobs is related to age. Table XVI shows that nearly half of this portion of the sample are young workers under twenty-five years of age. It is reasonable to assume that many of these people had not yet acquired sufficient working experience either to find a satisfactory permanent job or to have become sufficiently valuable to induce employers, when making lay-offs, to retain them instead of somewhat older and more experienced workers. The other half of the persons who held more than two jobs were over thirty years of age. They were people who could not or would not hold their jobs. It is fair to state, then, that approximately one-sixth of the applicants for jobs were persons who had not been steady in employment although they were of sufficient maturity to have settled down in a regular occupation. In view of the steadiness of more than two-thirds of all the applicants, it does not seem unfair to add that approximately one-half of the remaining third may be presumed to be lacking in some of the qualities which enabled the larger number to retain jobs for greater lengths of time.

The tendency for age to vary indirectly with the number of jobs is typical. The applicants 25 to 29 years of age are very evenly distributed among the number-of-jobs groups. They mark the turning point. Larger proportions of the older groups, in direct contrast to the younger, held one and two jobs than held more than two.

TABLE XVII

NUMBER IN FAMILY BY NUMBER JOBS HELD

No. in Family	Total		Number Jobs 1		2		3		4		5		6		7	
	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent
One	133	11.7	46	11.9	47	12.4	27	12.4	9	9.4	3	7.5	1	10.0	....	...
Two	209	18.4	86	22.2	59	15.6	32	14.7	18	18.7	10	25.0	4	40.0	....	...
Three	239	21.2	82	21.2	76	20.1	46	21.1	25	26.0	6	15.0	4	40.0	....	...
Four	188	16.6	58	14.9	58	15.4	50	22.9	11	11.5	10	25.0	1	10.0	....	...
Five	119	10.5	35	9.0	45	11.9	24	11.0	12	12.5	3	7.5	....	...	....	...
Six	88	7.8	22	5.7	41	10.8	14	6.4	7	7.3	4	10.0	....	...	....	...
Seven	67	5.9	25	6.4	26	6.9	10	4.6	5	5.2	1	2.5	....	...	....	...
Eight	46	4.1	16	4.1	15	4.0	8	3.7	7	7.3	....	...	....	...	....	...
Nine	28	2.5	11	2.8	8	2.1	6	2.7	2	2.1	1	2.5	....	...	....	...
Ten	10	.9	5	1.3	3	.8	1	.5	....	...	....	...	....	...	1	100.0
Eleven	4	.4	2	.5	....	...	....	...	....	...	2	5.0	....	...	....	...
TOTAL	1131	100.0	388	100.0	378	100.0	218	100.0	96	100.0	40	100.0	10	100.0	1	100.0

(Not Specified 1; Grand Total 1132)

The Effect of Size of Family on the Number of Jobs Held

The comparison of size of family with the number of jobs held, which is made in Table XVII, shows that size of family had no apparent influence on the number of jobs held. Families of one, or persons who lived alone, constituted 11.7 per cent of all applicants; 11.9 per cent of those who held one job, 12.4 per cent of those who held two and three jobs, and 9.4 per cent, 7.5 per cent and 10 per cent, respectively, of those who held four, five and six jobs. The small-size families of three contained 21.2 per cent of all applicants and the varying percentages of those who held different numbers of jobs bear approximately the same relation to the average as do those for families of one. The large-size families of nine averaged 2.5 per cent of all applicants and the proportions of those who held from one to six jobs varied in the manner just described.

This relatively close correspondence in distribution is at variance at several points with what might have been expected. It would seem that a worker with no family responsibility or a person who was one of several wage earners in a large family would have an independence in action and attitude which would lead to frequent separations and, hence, a greater number of jobs. On the other hand, it might be thought that the full responsibility for the maintenance of a family which rested upon the majority of the applicants in families of two and three would cause these workers to quit less readily and to seek to avoid lay-off or discharge by greater proficiency. The table indicates clearly that such deductions have no validity in respect to the applicants whose experience is being analyzed in this study for size of family has no appreciable effect upon the number of jobs which they held.

TABLE XVIII

SEX AND MARITAL STATUS OF APPLICANTS BY NUMBER OF JOBS

Sex & Marital Status	Total		Number of Jobs: 1		2		3		4		5		6		7	
	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent
Married men	545	48.1	194	50.0	174	46.2	103	47.2	50	51.5	18	45.0	6	60.0	....	...
Single men	405	35.8	117	30.1	138	36.6	89	40.8	38	39.2	18	45.0	4	40.0	1	100.0
Married women	30	2.7	13	3.4	11	2.9	4	1.9	2	2.1	....	...	....	...	....	...
Single women	125	11.1	51	13.1	48	12.7	16	7.3	7	7.2	3	7.5	....	...	....	...
Widowers	9	.8	5	1.3	2	.5	2	.9	....	...	....	...	....	...	....	...
Widows	17	1.5	8	2.1	4	1.1	4	1.9	....	...	1	2.5	....	...	....	...
TOTAL	1131	100.0	388	100.0	377	100.0	218	100.0	97	100.0	40	100.0	10	100.0	1	100.0

(Not Specified, 1; Grand Total, 1132)

Sex and Marital Status Related to the Number of Jobs Held

The distribution shown in Table XVIII, in which the sex and marital status of the applicants are compared with the number of jobs held, supply evidence which supports the conclusion reached in the above paragraph. A preference for married workers is often found among employment managers because of the presumably greater stability of the group. The experience of married men in regard to steadiness of employment belies the assumption. They constitute approximately half of all the applicants and likewise account for about the same proportion of each of the "Number of jobs" groups. Relatively larger numbers of single men are found as the number of jobs increase but the excess is not sufficiently large to explain a general prejudice for married men.

Women, both single and married, were steadier in employment than men and married women were slightly steadier than single women. The proportions of both classes who held one or two jobs are larger than average while those of the women who held more than two jobs are correspondingly smaller than average. No married woman held more than four jobs and no single woman more than five. Widows and widowers, as was to be expected of older age groups, held relatively few jobs, only one reporting more than three.

The Relation of Place of Birth to Number of Jobs Held

Place of birth is compared in Table XIX with the number of jobs held. The applicants who were born locally are distributed in average proportions in all job classes except five jobs. In that group the percentage of native Philadelphians is 67.5 as compared to an average of 53.7 per cent. Those who were born nearby also are nearly average in distribution but as distance of the place of birth from Philadelphia increases there is a moderate

TABLE XIX

PLACE OF BIRTH BY NUMBER OF JOBS HELD

Place of Birth	Total		Number of Jobs: 1		2		3		4		5		6		7	
	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent	No. Pers.	Per-cent
Philadelphia	608	53.7	205	52.9	209	55.2	113	51.8	49	50.5	27	67.5	4	40.0	1	100.0
S. E. Penna., N. J., and Delaware	190	16.8	66	17.1	60	15.9	40	18.3	16	16.5	5	12.5	3	30.0	....	...
New England	31	2.7	7	1.8	11	2.9	7	3.2	4	4.1	1	2.5	1	10.0	....	...
W. Penna., N. Y., W. Miss., & N. of Ohio	68	6.0	21	5.4	18	4.8	16	7.3	8	8.3	4	10.0	1	10.0	....	...
S. Ohio, E. Miss., inc. Virginia	44	3.9	12	3.1	10	2.6	13	6.0	8	8.3	1	2.5	....	...	....	...
W. of Mississippi	11	1.0	3	.7	4	1.1	2	.9	1	1.0	1	2.5	....	...	....	...
North of Europe	117	10.3	40	10.3	45	11.9	23	10.6	8	8.3	1	2.5	....	...	....	...
S. Europe inc. Russia	58	5.1	32	8.2	20	5.3	3	1.4	2	2.0	....	...	1	10.0	....	...
Asia, Africa and Australia	....	...	....	...	....	...	....	...	....	...	....	...	....	...	....	...
N. and S. America	5	.5	2	.5	1	.3	1	.5	1	1.0	....	...	....	...	....	...
TOTAL	1132	100.0	388	100.0	378	100.0	218	100.0	97	100.0	40	100.0	10	100.0	1	100.0

tendency for the number of jobs held to increase. The foreign-born applicants stand out in contrast to the native-born as distinctly more stable. Only one foreigner held more than four jobs and there is a pronounced tendency for percentage distributions to fall below average as the number of jobs increases. The south European group shows even more stability than that from north Europe.

The Duration of Employment

The discussion of this topic in the pages which follow concerns, first, the duration of employment on each job and in regard to the order and sequence of jobs; second, the duration of employment by industries in which the applicants were regularly employed, and, finally, the duration of employment by grades of occupations. Its purpose is to describe the influence which each of these factors exerted upon length of employment.

The Duration of Employment by Jobs

The arrangement of applicants in cumulative groups according to duration of employment on each job in Table XX shows two pronounced tendencies. The first, which was to have been expected since the group had been requested to report jobs held since January 1, 1926, is that the length of employment on jobs varied inversely with the number held. This tendency, however, was greatly accentuated because most of the applicants who had jobs on that date made reports covering the entire period of the then current job. The records of many of those who held one, two and three jobs extend over longer periods than those of the persons who held more than three jobs. For example, 60.6 per cent of those who held only one job had held it for more than four years. The percentage decreases regularly with successive years but it is noteworthy that practically 10 per cent of this group had been employed continuously for more than 10 years. Among those who had held two jobs the

TABLE XX

DURATION OF EMPLOYMENT BY JOBS

Number of Persons

Duration of Employment	One Job	Two Jobs		Three Jobs			Four Jobs				Five Jobs					Six Jobs					
		Last	Next to Last	Last	Next to Last	2ND FROM Last	Last	Next to Last	2ND FROM Last	3rd from Last	Last	Next to Last	2ND FROM Last	3rd from Last	4th from Last	Last	Next to Last	2ND FROM Last	3rd from Last	4th from Last	5th from Last
More than:																					
One day	388	378	378	218	218	218	97	97	97	97	40	40	40	40	40	10	10	10	10	10	10
One month	388	355	375	203	212	217	74	90	93	97	32	39	39	40	39	7	9	10	8	8	10
Two months	388	340	372	176	201	217	59	81	86	96	30	37	36	37	39	7	8	9	7	7	10
Three months	388	325	369	163	190	216	53	68	81	91	24	30	32	33	39	6	8	7	6	5	9
Four months	388	304	366	149	182	213	47	55	69	89	18	25	26	29	36	5	6	7	6	5	8
Five months	388	288	363	129	167	206	42	48	65	87	15	20	24	26	36	4	5	6	4	5	7
Six months	388	264	357	113	150	204	38	44	55	84	15	15	21	23	35	3	5	6	4	5	7
One year	388	188	333	64	74	166	14	18	31	66	4	7	9	7	27	1	3	2	2	3	5
Two years	387	99	267	21	23	110	3	....	7	40	3	5	2	4	17	....	....	1	1	....	3
Three years	343	31	162	6	9	61	1	....	3	23	2	4	1	2	4	....	....	1	....	....	1
Four years	235	16	108	4	7	40	....	....	1	11	1	3	1	1	2	....	....	1	....	....	....
Five years	173	12	67	3	3	27	....	....	1	7	....	1	1	1	2	....	....	....	....	....	....
Six years	119	6	46	2	2	17	....	....	....	2	....	1	....	....	2	....	....	....	....	....	....
Seven years	85	4	33	2	2	12	....	....	....	2	....	1	....	....	1	....	....	....	....	....	....
Eight years	64	2	30	2	....	11	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....
Nine years	49	2	24	1	....	10	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....
Ten years	38	2	16	....	....	9	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....
TOTAL	388	378	378	218	218	218	97	97	97	97	40	40	40	40	40	10	10	10	10	10	10

(One man held seven jobs for the following periods, beginning with the last job: 3 months, 2 months, 5 months, 3 months, 10 months, 5 months and 33 months.)

TABLE XX (Continued)

DURATION OF EMPLOYMENT BY JOBS

Percentages

Duration of Employment	One Job	Two Jobs		Three Jobs			Four Jobs				Five Jobs					Six Jobs					
		Last	Next to Last	Last	Next to Lost	2nd from Last	Last	Next to Last	2nd from Last	3rd from Last	Last	Next to Last	2nd from Last	3rd from Last	4th from Last	Last	Next to Last	2nd from Last	3rd from Last	4th from Last	5th from Last
More: than:																					
One day	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
One month	100.0	93.9	99.2	99.3	97.2	99.5	76.3	92.3	95.9	100.0	80.0	97.5	97.5	100.0	97.5	70.0	90.0	100.0	80.0	80.0	100.0
Two months	100.0	89.9	98.4	80.7	92.2	99.5	60.8	83.5	88.7	99.0	75.0	92.5	90.0	92.5	97.5	70.0	80.0	90.0	70.0	70.0	100.0
Three months	100.0	83.3	97.6	74.8	87.2	99.1	54.6	70.1	83.5	93.8	60.0	75.0	80.0	82.5	97.5	60.0	80.0	70.0	60.0	50.0	90.0
Four months	100.0	80.4	96.8	68.3	83.5	97.7	48.5	56.7	71.1	91.2	45.0	62.5	65.0	72.5	90.0	50.0	60.0	70.0	60.0	50.0	80.0
Five months	100.0	76.2	96.1	59.2	76.6	94.5	43.3	49.5	67.0	89.7	37.5	50.0	60.0	65.0	90.0	40.0	50.0	60.0	40.0	50.0	70.0
Six months	100.0	69.8	94.4	51.8	68.8	93.6	39.2	45.4	56.7	86.6	37.5	37.5	52.0	57.5	87.5	30.0	50.0	60.0	40.0	50.0	70.0
One year	100.0	49.7	88.1	29.4	33.9	76.1	14.4	18.6	32.0	68.0	10.0	17.5	22.5	17.5	67.5	10.0	30.0	20.0	20.0	30.0	50.0
Two years	99.7	26.2	70.6	9.6	10.6	50.5	3.1	...	7.2	41.2	7.5	12.5	5.0	10.0	42.5	.0	...	10.0	10.0	...	30.0
Three years	88.4	8.2	42.9	2.8	4.1	28.0	1.0	...	3.1	23.7	5.0	10.0	2.5	5.0	10.0	...	...	10.0	...	...	10.0
Four years	60.6	4.2	28.6	1.8	3.2	18.3	...	...	1.0	11.3	2.5	7.5	2.5	2.5	5.0	...	...	10.0	...	...	...
Five years	44.6	3.2	17.7	1.4	1.4	12.4	...	...	1.0	7.2	...	2.5	2.5	2.5	5.0	...	...	...	...	...	...
Six years	30.7	1.6	12.2	.9	.9	7.8	...	...	...	2.1	...	2.5	...	...	5.0	...	...	...	...	...	...
Seven years	21.9	1.1	8.7	.9	.9	5.5	...	...	...	2.1	...	2.5	...	...	2.5	...	...	...	...	...	...
Eight years	16.5	.5	7.9	.9	...	5.0	...	...	...	1.0	...	...	...	...	...	...	...	...	...	...	...
Nine years	12.6	.5	6.3	.5	...	4.6	...	...	...	1.0	...	...	...	...	...	...	...	...	...	...	...
Ten years	9.8	.5	4.2	...	...	4.1	...	...	...	1.0	...	...	...	...	...	...	...	...	...	...	...

number of jobs declines sharply as the length of employment increases, but in spite of this 28.6 per cent of last jobs and 4.2 per cent of next to last jobs had been held more than four years. The great majority of those who held three jobs were employed for less than two years on each job. Yet, even among this group the duration of employment on the first jobs shows that 50.5 per cent were held more than two years, 18.3 per cent more than four years, and 4.1 per cent more than 10 years. Very few of the applicants who held more than three jobs were employed on any of them for more than three years, and only one job was reported which extended over eight years.

The most striking tendency is that which can be seen by comparing the duration of employment reported for the jobs in each of the various "Number of job" groups. The last jobs held, in practically all cases, were distributed much more heavily in the shorter intervals than were those previously held. The applicants who reported two jobs held 26.2 per cent of their last jobs and 70.6 per cent of their first jobs for more than two years. Less than 10 per cent of last jobs were held more than three years but the proportion of first jobs does not decrease to that amount until the duration of employment exceeds seven years. When those who held three jobs are considered, it is seen that 70 per cent of these applicants were employed not more than one year on their last jobs. Half of them, on the other hand, held their first jobs more than two years and 12.4 per cent held them for more than five years. The comparison of various jobs in the "Four jobs" group shows that less than 50 per cent of last jobs and 91.2 per cent of first jobs were held more than four months. Very small percentages of any except first jobs were held more than two years. Of these 41.2 per cent exceeded two years in duration and 11.3 per cent exceeded four years. The number of applicants who held five and six jobs is so small that percentages are apt to be misleading but, even so, it is worth while to

TABLE XXI

AVERAGE DURATION OF EMPLOYMENT BY JOBS

Number of Jobs	Last Jobs			Next to Last Jobs			Second from Last Jobs			Third from Last Jobs			Fourth from Last Jobs			Fifth from Last Jobs			Sixth from Last Jobs		
	Total man-months	Number of men	Average employment	Total man-months	Number of men	Average employment	Total man-months	Number of men	Average employment	Total man-months	Number of men	Average employment	Total man-months	Number of men	Average employment	Total man-months	Number of men	Average employment	Total man-months	Number of men	Average employment
One	28036	388	72.3	....	....	..	....	....	..	....	....	..	....	....	..	....	....	..	....	....	..
Two	6838	378	18.1	17172	378	45.4	....	....	..	....	....	..	....	....	..	....	....	..	....	....	..
Three	2464	218	11.3	2955	218	13.6	7941	218	36.4	....	....	..	....	....	..	....	....	..	....	....	..
Four	669	97	6.9	730	97	7.5	1063	97	11.0	2630	97	27.1	....	....	..	....	....	..	....	....	..
Five	290	40	7.3	492	40	12.3	424	40	10.6	473	40	11.8	924	40	23.1	....	....	..	....	....	..
Six	61	10	6.1	91	10	9.1	115	10	11.5	90	10	9.0	74	10	7.4	170	10	17.0	....	....	..
Seven	3	1	3.0	2	1	2.0	5	1	5.0	3	1	3.0	10	1	10.0	5	1	5.0	33	1	33.0

TABLE XXII

AVERAGE DURATION OF EMPLOYMENT BY NUMBER OF JOBS AND BY ORDER OF JOBS

Man Months

No. of Jobs	Last Jobs	Next to Last Jobs	Second from Last Jobs	Third from Last Jobs	Fourth from Last Jobs	Fifth from Last Jobs	Sixth from Last Job	Total man-months by jobs	Man-months per job	No. men on each job	Avg. employment months
One	28036	....	....	....	....	....	....	28036	28036.0	388	72.3
Two	6838	17172	....	....	....	....	....	24010	1205.0	378	31.9
Three	2464	2955	7941	....	....	....	....	13360	4453.3	218	20.4
Four	669	730	1063	2630	....	....	....	5092	1273.0	97	13.1
Five	290	492	424	473	924	....	....	2603	520.6	40	13.0
Six	61	91	115	90	74	170	....	601	100.1	10	10.0
Seven	3	2	5	3	10	5	33	61	8.7	1	8.7
Total man-months	38361	21442	9548	3196	1008	175	33	73763			
Number of men	1132	744	366	148	51	11	1	2453			
Average employment in months	33.9	28.8	26.1	21.6	19.8	15.9	33.0	30.1			

TABLE XXIII

DURATION OF EMPLOYMENT BY INDUSTRIES

Number of Persons

Duration of employment	Total	Professional Service	Domestic Service	U. S. Gov't	State and City Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Transportation	Textiles	Chemicals and Oils	Foods and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Clay, Stone and Glass	Clerical Organizations	Bldg. and Contracting	Agriculture	Extractive	Insurance and Banking
More than:																						
1 day	2430	25	34	29	17	505	53	131	544	89	178	71	93	38	93	68	19	70	290	24	9	50
1 month	2329	23	33	28	17	477	51	125	523	86	171	66	91	38	92	67	19	68	275	23	9	48
2 months	2226	23	32	27	16	450	51	119	500	81	163	61	87	36	90	64	18	67	264	23	8	47
3 months	2125	23	30	26	16	430	49	116	466	77	160	57	81	35	84	62	17	64	253	22	8	46
4 months	2016	21	28	25	16	406	43	113	441	76	156	53	76	35	81	59	15	62	236	19	8	45
5 months	1919	21	27	25	15	383	41	110	420	74	149	52	74	35	78	56	14	59	221	17	8	41
6 months	1823	21	25	25	15	365	41	105	399	72	142	48	53	32	74	54	13	54	205	17	8	37
1 year	1401	16	19	24	12	278	31	89	295	66	114	35	35	28	55	43	9	45	144	12	7	29
2 years	986	12	12	16	9	197	25	61	187	53	96	27	23	18	43	35	5	31	95	7	7	18
3 years	649	8	6	11	6	134	21	36	112	42	69	19	17	12	28	23	4	19	57	7	4	11
4 years	429	7	3	8	4	78	12	27	77	33	55	15	14	7	17	16	4	14	25	5	4	4
5 years	297	4	2	4	3	52	11	19	51	29	39	11	11	7	11	12	3	12	10	2	3	1
6 years	197	1	1	....	2	38	9	12	35	15	28	7	7	3	9	11	3	7	5	2	2	....
7 years	142	1	....	....	2	27	5	9	33	11	20	2	5	1	6	7	3	5	2	2	1	....
8 years	110	....	....	....	2	23	4	7	25	9	14	....	4	1	6	4	3	3	2	2	1	....
9 years	87	....	....	....	2	21	2	6	19	7	11	....	2	1	6	4	2	....	2	1	1	....
10 years	66	....	....	....	1	17	2	2	16	6	8	....	1	....	6	2	2	....	2	1	....	....
TOTAL	2430	25	34	29	17	505	53	131	544	89	178	71	93	38	93	68	19	70	290	24	9	50

(Not Specified, 23; Grand Total, 2453)

TABLE XXIII (Continued)

DURATION OF EMPLOYMENT BY INDUSTRIES

Percentages

Duration of Employment	Total	Professional Service	Domestic Service	U. S. Gov't	State and City Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Transportation	Textiles	Chemicals and Oils	Foods and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Clay, Stone and Glass	Clerical Organizations	Bldg. and Contracting	Agriculture	Extractive	Insurance and Banking
More than:																						
1 day	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1 month	95.8	92.0	97.1	96.6	100.0	94.5	96.2	95.4	96.1	96.6	96.1	92.9	97.8	100.0	98.9	98.5	100.0	97.1	94.8	95.8	100.0	96.0
2 months	91.6	92.0	94.1	93.1	94.1	89.1	96.2	90.8	91.9	91.0	91.6	85.9	93.5	94.7	96.8	94.1	94.7	95.7	91.0	95.8	88.9	94.0
3 months	87.4	92.0	88.2	89.7	94.1	85.1	92.5	88.5	85.7	86.5	89.9	80.3	87.1	92.1	90.3	91.2	89.5	91.4	87.2	91.7	88.9	92.0
4 months	83.0	84.0	82.4	86.2	94.1	80.4	81.1	86.3	81.1	85.4	87.6	74.6	81.7	92.1	87.1	86.8	78.9	88.5	81.4	79.2	88.9	90.0
5 months	79.0	84.0	79.4	86.2	88.2	75.8	77.4	84.0	77.2	83.1	83.7	73.2	79.6	92.1	83.9	82.4	73.7	84.3	76.2	70.8	88.9	82.0
6 months	75.0	84.0	73.5	86.2	88.2	72.3	77.4	80.2	73.3	80.9	79.8	67.6	57.0	84.2	79.6	79.4	68.4	77.1	70.7	70.8	88.9	74.0
1 year	57.8	64.0	55.9	82.8	70.6	55.0	58.5	67.9	54.2	74.2	64.0	49.3	37.6	73.7	59.1	63.2	47.4	64.2	49.7	50.0	77.8	58.0
2 years	40.6	48.0	35.3	55.2	52.9	39.0	47.2	46.6	34.4	59.6	53.9	38.0	24.7	47.4	46.2	51.5	26.3	44.3	32.8	29.2	77.8	36.0
3 years	26.7	32.0	17.6	37.9	35.3	26.5	39.6	27.5	20.6	47.2	38.8	26.8	18.3	31.6	30.1	33.8	21.1	27.1	19.7	29.2	44.4	22.0
4 years	17.7	28.0	8.8	27.6	23.5	15.4	22.6	20.6	14.2	37.1	30.9	21.1	15.1	18.4	18.3	23.5	21.1	20.0	8.6	20.8	44.4	8.0
5 years	12.2	16.0	5.9	13.8	17.6	10.3	20.8	14.5	9.4	32.6	21.9	15.5	11.8	18.4	11.8	17.6	15.8	17.1	3.4	8.3	33.3	2.0
6 years	8.1	4.0	2.9	...	11.8	7.5	17.0	9.2	6.4	16.9	15.7	9.9	7.5	7.9	9.7	16.2	15.8	10.0	1.7	8.3	22.2	...
7 years	5.8	4.0	...	...	11.8	5.3	9.4	6.9	6.1	12.4	11.2	2.8	5.4	2.6	6.5	10.3	15.8	7.1	.7	8.3	11.1	...
8 years	4.5	...	...	...	11.8	4.6	7.5	5.3	4.6	10.1	7.9	...	4.3	2.6	6.5	5.9	15.8	4.2	.7	8.3	11.1	...
9 years	3.6	...	...	...	11.8	4.2	3.8	4.6	3.5	7.9	6.2	...	2.2	2.6	6.5	5.9	10.5	...	.7	4.2	11.1	...
10 years	2.7	...	...	...	5.9	3.4	3.8	1.5	2.9	6.7	4.5	...	1.1	...	6.5	2.9	10.5	...	.7	4.2	...	...

note that this tendency for the latter jobs to be of shorter duration is continued.

The average duration of employment by jobs, shown in Table XXI, indicates this latter tendency in a concise manner. The average employment, in practically every instance, is shorter for the latter jobs than for those previously held. The first of the tendencies is emphasized by Table XXII which shows the average duration of employment by number and sequence of jobs. The average employment for those who held one job was 72.3 months or slightly more than six years. Those who held two jobs were employed on the average, 31.9 months on each job or slightly less than three years. The average employment per job for those who held three jobs was 20.4 months and for those who held four jobs 13.1 months; five jobs, 13 months; six jobs, 10 months; and seven jobs, 8.7 months.

The critical period, during which most separations occur, has been set by many employment managers as the first three months on the job. If an employee stays or is retained longer, the chances that he will become a regular worker are held to be good since the dissatisfied and unsatisfactory workers have either quit or been eliminated. Table XXIII, which presents the duration of employment for all jobs combined and for each industry, shows that on 87.4 per cent of all jobs the length of the working period exceeded the "critical period". "State and municipal governments" show the highest percentage, 94.1 per cent, and "Chemicals and oils" stand lowest at 80.3 per cent. Only 12.6 per cent of all jobs were held less than four months. Even if all the applicants reporting these short time jobs be classed as floaters, they are but one-eighth of the whole. This proportion compared rather closely with the estimate of one-sixth which was made when the number of jobs was considered.

Duration of Employment by Industries

The records of the various phases of business reveal considerable differences between them. "Transportation" retained its workers longer than any other industry. The percentages in each time interval of more than three months duration are above the average for all jobs, and in those of more than three years they are more than twice the average in size. "State and municipal governments", "Wholesale trade", "Public utilities", "Textiles", "Paper and printing", "Clay, stone and glass", "Leather and rubber", "Lumber and furniture", "Agriculture" and "Extractive" were all above average consistently throughout the range of intervals. "Retail trade" and "Metals" fall slightly below average at all intervals shorter than eight years. In the three longest intervals, both industries exceed the average. "Professional service", "Chemicals and oils", "Foods and tobacco", "Clerical organizations", "Domestic service", "U. S. Government" and "Insurance and banking" all have poorer records than the industries which have just been mentioned. To "Building and contracting" falls the doubtful honor of having the poorest record of any of the larger industries in respect to length of employment. Less than average proportions of those employed in the industry were employed more than four months and at all intervals of more than three years its percentages are only one-half or less than the averages for all jobs.

Duration of Employment by Occupations

The final comparison of duration of employment with other data of the sample is that made in Table XXIV. There, duration of employment by number of jobs is shown for each grade of occupation. The percentages throughout the table are based upon the totals in each time interval so that inspection of the series for each grade of occupation will indicate increases or decreases in its relative importance.

TABLE XXIV

DURATION OF EMPLOYMENT ON JOBS BY GRADES OF OCCUPATIONS

ONE JOB

Number of Persons

Duration of Employment More than:	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
One day	388	52	29	22	66	117	102
One month	388	52	29	22	66	117	102
Two months	388	52	29	22	66	117	102
Three months	388	52	29	22	66	117	102
Four months	388	52	29	22	66	117	102
Five months	388	52	29	22	66	117	102
Six months	388	52	29	22	66	117	102
One year	388	52	29	22	66	117	102
Two years	387	52	29	22	66	117	101
Three years	343	46	29	20	58	104	86
Four years	235	28	20	15	35	76	61
Five years	173	23	16	11	26	50	47
Six years	119	18	11	8	17	31	34
Seven years	85	12	9	5	12	24	23
Eight years	64	11	6	3	8	20	16
Nine years	49	9	5	3	6	14	12
Ten years	38	8	4	2	4	11	9

Percentages

Duration of Employment More than:	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
One day	100.0	13.4	7.5	5.7	17.0	30.2	26.2
One month	100.0	13.4	7.5	5.7	17.0	30.2	26.2
Two months	100.0	13.4	7.5	5.7	17.0	30.2	26.2
Three months	100.0	13.4	7.5	5.7	17.0	30.2	26.2
Four months	100.0	13.4	7.5	5.7	17.0	30.2	26.2
Five months	100.0	13.4	7.5	5.7	17.0	30.2	26.2
Six months	100.0	13.4	7.5	5.7	17.0	30.2	26.2
One year	100.0	13.4	7.5	5.7	17.0	30.2	26.2
Two years	100.0	13.4	8.5	5.7	17.0	30.2	26.2
Three years	100.0	13.4	8.5	5.8	16.9	30.3	25.1
Four years	100.0	11.9	8.5	6.4	14.9	32.3	26.0
Five years	100.0	13.3	9.2	6.4	15.1	28.8	27.2
Six years	100.0	15.1	9.3	6.7	14.3	26.1	28.5
Seven years	100.0	14.1	10.6	5.9	14.1	28.2	27.1
Eight years	100.0	17.2	9.4	4.7	12.5	31.2	25.0
Nine years	100.0	18.4	10.2	6.1	12.2	28.6	24.5
Ten years	100.0	21.1	10.5	5.3	10.5	28.9	23.7

Such an examination shows the clerical workers had a considerably longer duration of employment than those in manual occupations. In all but one of the number of jobs classes the proportion of the jobs held by this class increases in the longer intervals. Of the applicants who

TABLE XXIV (Continued)

DURATION OF EMPLOYMENT ON JOBS BY GRADES OF OCCUPATIONS

TWO JOBS

Number of Persons

Duration of Employment More than:	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
One day	756	106	80	40	123	249	158
One month	730	106	72	40	117	242	153
Two months	712	105	69	39	112	237	150
Three months	694	103	66	38	109	230	148
Four months	670	101	60	38	107	223	141
Five months	651	98	57	37	102	219	138
Six months	621	94	54	36	98	209	130
One year	521	78	42	33	83	170	115
Two years	366	53	27	27	56	117	86
Three years	193	32	14	16	30	52	49
Four years	124	18	10	12	20	34	30
Five years	79	14	6	5	14	21	19
Six years	52	7	4	3	9	16	13
Seven years	37	3	3	1	6	13	11
Eight years	32	2	3	1	6	10	10
Nine years	26	2	3	1	6	7	7
Ten years	18	1	3	1	4	3	6

Percentages

Duration of Employment More than:	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
One day	100.0	14.0	10.6	5.3	16.3	32.9	20.9
One month	100.0	14.5	9.9	5.5	16.0	33.1	21.0
Two months	100.0	14.7	9.7	5.5	15.7	33.3	21.1
Three months	100.0	14.8	9.5	5.5	15.7	33.2	21.3
Four months	100.0	15.0	9.0	5.7	16.0	33.3	21.0
Five months	100.0	15.0	8.8	5.7	15.7	33.6	21.2
Six months	100.0	15.1	8.7	5.8	15.8	33.7	20.9
One year	100.0	15.0	8.1	6.3	15.9	32.6	22.1
Two years	100.0	14.5	7.4	7.4	15.3	31.9	23.5
Three years	100.0	16.6	7.3	8.3	15.5	26.9	25.4
Four years	100.0	14.5	8.1	9.7	16.1	27.4	24.2
Five years	100.0	17.7	7.6	6.3	17.7	26.6	24.1
Six years	100.0	13.5	7.7	5.8	17.3	30.7	25.0
Seven years	100.0	8.1	8.1	2.7	16.2	35.2	29.7
Eight years	100.0	6.3	9.4	3.1	18.8	31.2	31.2
Nine years	100.0	7.7	11.6	3.8	23.1	26.9	26.9
Ten years	100.0	5.6	16.6	5.6	22.2	16.7	33.3

held one job, clerical workers were 26.6 per cent in the first interval, 28.9 per cent of those who were employed for more than five years on one job, and 36.9 per cent of those of more than ten years' continuous service. In the "Two jobs" group those rated as clerical held 29.9

TABLE XXIV (Continued)

DURATION OF EMPLOYMENT ON JOBS BY GRADES OF OCCUPATIONS

THREE JOBS

Number of Persons

Duration of Employment	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
More than:							
One day	654	79	69	37	132	180	157
One month	632	76	66	37	122	178	153
Two months	594	72	62	37	112	166	145
Three months	569	65	60	36	108	159	141
Four months	544	62	56	34	104	152	136
Five months	502	57	54	31	94	139	127
Six months	467	54	46	27	92	129	119
One year	304	36	25	18	59	84	82
Two years	154	23	15	14	23	38	41
Three years	76	14	6	10	12	14	20
Four years	51	8	4	9	8	8	14
Five years	33	6	4	7	5	5	6
Six years	21	3	3	4	4	3	4
Seven years	16	2	2	3	3	3	3
Eight years	13	2	1	3	2	2	3
Nine years	11	2	....	2	2	2	3
Ten years	9	2	....	2	2	1	2

Percentages

Duration of Employment	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
More than:							
One day	100.0	12.1	10.5	5.7	20.2	27.5	24.0
One month	100.0	12.0	10.4	5.9	19.3	28.2	24.2
Two months	100.0	12.2	10.4	6.2	18.9	27.9	24.4
Three months	100.0	11.4	10.5	6.4	19.0	27.9	24.8
Four months	100.0	11.4	10.3	6.3	19.1	27.9	25.0
Five months	100.0	11.4	10.8	6.2	18.8	27.6	25.2
Six months	100.0	11.6	9.9	5.8	19.8	27.7	25.2
One year	100.0	11.8	8.2	5.9	19.4	27.6	27.1
Two years	100.0	14.9	9.7	9.1	14.9	24.7	26.7
Three years	100.0	18.4	7.9	13.2	15.8	18.4	26.3
Four years	100.0	15.6	7.8	17.6	15.7	15.7	27.6
Five years	100.0	18.2	12.0	21.2	15.2	15.2	18.2
Six years	100.0	14.3	14.3	19.0	19.0	14.3	19.1
Seven years	100.0	12.5	12.5	18.8	18.8	18.7	18.7
Eight years	100.0	15.4	7.7	23.1	15.4	15.4	23.0
Nine years	100.0	18.2	...	18.2	18.2	18.2	27.2
Ten years	100.0	22.2	...	22.2	22.2	11.2	22.2

per cent of all jobs at the beginning of employment. In this case alone the group did not maintain its proportion as it was slightly less than 20 per cent of those employed more than seven years and had only 27.8 per cent in the last interval. In all the other "Number of jobs" classes

TABLE XXIV (Continued)

DURATION OF EMPLOYMENT ON JOBS BY GRADES OF OCCUPATIONS

FOUR JOBS

Number of Persons

Duration of Employment	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
More than:							
One day	388	49	45	12	97	102	83
One month	354	42	42	10	89	92	79
Two months	322	36	42	9	78	80	77
Three months	293	32	37	9	68	74	73
Four months	260	27	32	9	62	63	67
Five months	242	27	30	9	57	56	63
Six months	221	25	28	8	53	50	57
One year	129	15	20	6	30	30	28
Two years	50	6	9	3	12	11	9
Three years	27	4	6	2	4	5	6
Four years	12	1	4	....	1	2	4
Five years	8	1	3	....	1	1	2
Six years	2	....	2	....	....	....	....
Seven years	2	....	2	....	....	....	....
Eight years	1	....	1	....	....	....	....
Nine years	1	....	1	....	....	....	....
Ten years	1	....	1	....	....	....	....

Percentages

Duration of Employment	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
More than:							
One day	100.0	12.6	11.6	3.1	25.0	26.3	21.4
One month	100.0	11.9	11.9	2.8	25.1	26.0	22.3
Two months	100.0	11.2	13.0	2.8	24.2	24.9	23.9
Three months	100.0	10.9	12.6	3.1	23.2	25.3	24.9
Four months	100.0	10.4	12.3	3.4	23.8	24.3	25.8
Five months	100.0	11.2	12.4	3.6	23.5	23.3	26.0
Six months	100.0	11.3	12.6	3.7	23.9	22.6	25.9
One year	100.0	11.6	15.5	4.6	23.3	23.3	21.7
Two years	100.0	12.0	18.0	6.0	24.0	22.0	18.0
Three years	100.0	14.8	22.2	7.4	14.8	18.6	22.2
Four years	100.0	8.3	33.3	...	8.3	16.7	33.4
Five years	100.0	12.5	37.5	...	12.5	12.5	25.0
Six years	100.0	...	100.0	...	...	...	...
Seven years	100.0	...	100.0	...	...	...	...
Eight years	100.0	...	100.0	...	...	...	...
Nine years	100.0	...	100.0	...	...	...	...
Ten years	100.0	...	100.0	...	...	...	...

the gains were substantial. The proportion of those who held three jobs rose from 28.3 per cent for the shortest employment to over 40 per cent in all of the intervals of more than three years duration except one and it was 44.4 per cent in the final one of more than ten years. Begin-

TABLE XXIV (Continued)

DURATION OF EMPLOYMENT ON JOBS BY GRADES OF OCCUPATION

FIVE JOBS

Number of Persons

Duration of Employment	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
More than:							
One day	200	8	26	16	43	67	40
One month	189	8	26	16	38	62	39
Two months	179	8	25	16	34	58	38
Three months	158	7	22	12	29	53	35
Four months	134	6	20	12	21	45	30
Five months	121	6	19	11	21	37	27
Six months	109	6	17	11	18	35	22
One year	54	5	10	7	10	14	8
Two years	31	2	5	3	7	9	5
Three years	13	....	2	2	3	4	2
Four years	8	....	....	1	3	3	1
Five years	5	....	....	....	3	1	1
Six years	3	....	....	....	2	....	1
Seven years	2	....	....	....	1	....	1
Eight years	....	....	....	....	....	....	....
Nine years	....	....	....	....	....	....	....
Ten years	....	....	....	....	....	....	....

Percentages

Duration of Employment	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
More than:							
One day	100.0	4.0	13.0	8.0	21.5	33.5	20.0
One month	100.0	4.2	13.7	8.5	20.1	32.8	20.6
Two months	100.0	4.5	14.0	8.9	19.0	32.4	21.2
Three months	100.0	4.4	13.9	7.6	18.3	33.6	22.2
Four months	100.0	4.5	14.9	9.0	15.6	33.6	22.4
Five months	100.0	5.0	15.7	9.1	17.4	30.6	22.3
Six months	100.0	5.5	15.6	10.1	16.5	32.1	20.2
One year	100.0	9.3	18.5	12.9	18.5	25.9	14.8
Two years	100.0	6.4	16.1	9.7	22.6	29.0	16.1
Three years	100.0	...	15.4	15.4	23.1	30.8	15.4
Four years	100.0	...	...	12.5	37.5	37.5	12.5
Five years	100.0	...	...	...	60.0	20.0	20.0
Six years	100.0	...	...	...	66.7	...	33.3
Seven years	100.0	...	...	...	50.0	...	50.0
Eight years	...	...	...	...	...	...	...
Nine years	...	...	...	...	...	...	...
Ten years	...	...	...	...	...	...	...

ning at 27.3 per cent, the proportion of those who held four jobs rose to more than 40 per cent in all intervals of more than three years. For five and six jobs the proportions of the clerical group increase with increases in length of employment until the total number of jobs in

TABLE XXIV (Continued)

DURATION OF EMPLOYMENT ON JOBS BY GRADES OF OCCUPATIONS

SIX JOBS

Number of Persons

Duration of Employment	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
More than:							
One day	60	3	9	7	12	11	18
One month	52	3	8	7	9	9	16
Two months	48	2	8	7	7	9	15
Three months	41	2	8	7	3	9	12
Four months	37	2	8	7	2	9	9
Five months	31	2	5	6	2	9	7
Six months	30	2	4	6	2	9	7
One year	16	1	3	5	....	4	3
Two years	5	....	1	....	....	2	2
Three years	2	....	1	....	....	....	1
Four years	1	....	....	....	....	....	1
Five years	....	....	....	....	....	....	....
Six years	....	....	....	....	....	....	....
Seven years	....	....	....	....	....	....	....
Eight years	....	....	....	....	....	....	....
Nine years	....	....	....	....	....	....	....
Ten years	....	....	....	....	....	....	....

Percentages

Duration of Employment	Total	Clerical			Manual		
		Low	Medium	High	Low	Medium	High
More than:							
One day	100.0	5.0	15.0	11.7	20.0	18.3	30.0
One month	100.0	5.8	15.4	13.5	17.3	17.3	30.8
Two months	100.0	4.2	16.7	14.6	14.6	18.7	31.2
Three months	100.0	4.9	19.5	17.1	7.3	21.9	29.2
Four months	100.0	5.4	21.6	18.9	5.4	24.3	24.3
Five months	100.0	6.4	16.1	19.3	6.4	29.0	22.6
Six months	100.0	6.7	13.3	20.0	6.7	30.0	23.4
One year	100.0	6.2	18.7	31.3	...	25.0	18.7
Two years	100.0	...	20.0	...	...	40.0	40.0
Three years	100.0	...	50.0	...	...	...	50.0
Four years	100.0	...	...	...	...	...	100.0
Five years	...	...	...	...	...	...	...
Six years	...	...	...	...	...	...	...
Seven years	...	...	...	...	...	...	...
Eight years	...	...	...	...	...	...	...
Nine years	...	...	...	...	...	...	...
Ten years	...	...	...	...	...	...	...

(One man reported seven jobs: 1, low clerical for 3 months; 2, medium clerical for 5 and 10 months; 1, low manual for 2 months; and 3, medium manual for 32, 5 and 4 months each.)

each time interval fall to less than 10. From that point on, the percentages have little significance.

Low-grade clerical jobs constituted from 12 to 14 per cent of all jobs reported by those who held from one to four jobs but only four and five per cent, respectively, of those who held five and six. In these two the longest duration does not exceed three years which is slightly shorter than the maximum length of service reported for other clerical and for manual occupations. The initial percentages in all the other number of job groups tended to increase, in conformity with the other grades of clerical occupations, with length of service. The one exception appears in "Two jobs" where the percentage of those employed more than seven years drops sharply.

Medium and high-grade clerical occupations have relatively favorable showings in regard to duration of employment. The proportions of jobs of these grades show relative increases throughout the range of length of service. Both have, however, larger percentages of those who held five and six jobs than of those who held from one to four jobs, which indicates that a relatively larger number of the better grade clerical workers moved about from job to job than did those who held lower-grade jobs.

The shortest durations of employment among the manual occupations were reported for those of medium grade. In five out of the six classes the relative percentages for jobs of this grade at the beginning of employment decrease through successive time intervals and are markedly low in those of longest duration. The only increase is found among those who held six jobs whose duration of employment does not exceed three years.

The high-grade manual occupations have percentages which remain fairly constant through the duration intervals of less than one year. In those of more than one, more than two and more than three years, smaller pro-

portions of these occupations are found in all number of job classes except "Two jobs". In that class alone the proportion of high-grade manual occupations increases steadily with lengthening duration of employment. These occupations increase in relative importance for all jobs which last more than three years.

The record of the low-grade manual occupations is not as good as that for the high-grade group but is better than that of medium manual occupations. These occupations show a tendency to decrease in relative importance at approximately the same points as do the high-grade manual occupations but they do not recover in the longer intervals to the same extent as the latter group.

The relative ranking of the several grades of occupations in regard to duration of employment may now be summarized. The best record, all "Number of jobs" classes considered, was that of medium clerical occupations. These are followed closely by high-grade clerical occupations. High-grade manual occupations come next and these are followed in order by the low-grade clerical and low-grade manual groups. Medium-grade manual occupations have the lowest ranking of any of the groups.

Applicants Compared with Employed and Separated Workers in Length of Service

The detailed description of the employment experience of this group of applicants affords in itself much evidence regarding their stability. Their relative steadiness in employment, however, can best be shown by comparing the results which have just been presented with available records of length of service. The most comprehensive study is that which was conducted by the Metropolitan Life Insurance Company[1]. The material included covered 1,711 establishments and was obtained in the early part of 1929. The records, therefore, extend back-

1. Executives Service Bulletin, March, 1929, Metropolitan Life Ins. Co., New York.

ward from the same point of time as do those in this study and the two sets of data may be fairly compared. The composite of all the establishments shows that 76.5 per cent of all employees were employed more than six months; 62 per cent for more than one year; 35.7 per cent for more than five years; and 15.7 per cent for more than ten years.

The composite for all jobs reported in this study, Table XXIII, shows 75 per cent exceeding six months in duration, 57.8 per cent exceeding one year; 12.2 per cent exceeding five years, and 2.7 per cent exceeding ten years. The inclusion of the patently unstable five and six job-holders thus forces the whole group sharply below the Metropolitan group at the more than five-years interval. The record of the applicants who held one job shows percentages larger than those at comparable intervals in the insurance company survey except in the final interval. The first jobs of the applicants who reported two and three compare favorably at intervals of less than six years. But lengths of service on the last of two jobs and on the last and next to last of three jobs are shorter than those of the employees of the Metropolitan group. In making these comparisons, however, it should be remembered that the applicants were only requested to give their employment record from January 1, 1926. This factor undoubtedly caused some of the applicants to begin reporting as of that date regardless of the longer duration of their jobs.

The markedly longer duration of first jobs in contrast with ones previously held and the favorable showing which these make in comparison with a large employed group plus the fact that 87.4 per cent of all jobs were held longer than the critical period of three months leads to the observation that a very considerable loss has resulted from the termination of jobs which had been held for a sufficient length of time to justify the presumption of permanence. The breaking of long-time contacts resulted almost without exception in one or more short-

time periods of employment which promote the creation of chronic floaters and reduce the stability of workers.

Another test of the stability of employment of these applicants is afforded by comparisons of the average periods of employment with the turnover rates prepared by the Industrial Research Department of the University of Pennsylvania[1]. The total turnover rates in a selected group of Philadelphia firms over a four-year period varied as follows: 1921, 101.3 per cent; 1922, 95.6 per cent; 1923, 114.0 per cent; 1924, 64.1 per cent. The average for the four years was 93.8, indicating that the number of workers who separated each year was nearly equal to the average number on the rolls of the firms.

The average duration of employment for all jobs reported, arranged by sequence of jobs in Table XXI, shows that "Last jobs" averaged 33.9 months; "Next to last jobs", 28.8 months; "Second from last jobs", 26.1 months; "Third from last jobs", 21.6 months; "Fourth from last jobs", 19.8 months; and "fifth from last jobs", 15.9 months. These average lengths of service approximate average turnover rates of 35.4, 41.7, 45.9, 55.5, 60.6 and 75.5 per cent. These rates are all lower than the average turnover rate over the four-year period shown above. They are, with the exception of the "Fifth from last jobs", lower than the lowest turnover rate of any of the four years.

Table XXII shows average lengths of service for the applicants who held one, two and three jobs of 72.3, 31.9 and 20.4 months. The corresponding turnover rates are 16.6, 37.6 and 58.8 per cent. All of these are smaller than the lowest average turnover rate of 64.1 per cent. Those who held four and five jobs had approximately the same turnover rate shown for the group of Philadelphia

1. Conf. Table 4, P. 17. Four Years of Labor Mobility—Industrial Research Department, University of Pennsylvania. Supplement, Vol. CXIX—Annuals of American Academy of Political and Social Science, Philadelphia, May, 1925.

firms during the years 1921-24. The six and seven job groups have distinctly high turnover rates.

The record of applicants here analyzed as a whole show longer length of service than those of workers who separated from the Philadelphia firms represented in the study of labor mobility. The average period of employment for all jobs combined was 30.1 months which corresponds to a turnover rate of 40 per cent.

Too much emphasis should not be placed upon these comparisons with labor turnover rates due to the fact that they cover an earlier period of time than that in which many of the jobs reported in this study were held. The rate varies from year to year in response to business conditions and to changes within various industries. It is still true, however, that turnover rates of 100 or more are found in many establishments and that any general group rate of 50 or below may be considered as low.

The duration of employment of these applicants has been compared, first, with length of service of a large employed group and, second, with turnover rates based upon separations. The first shows that the applicants were less stable than persons on the rolls of nearly 2,000 concerns. The second indicates that they were more stable than the average of the group who separated from a number of firms in Philadelphia during 1921-24, and that the rate of turnover based upon average employment on all jobs may be regarded as low.

CHAPTER IV

UNEMPLOYMENT EXPERIENCE OF THE APPLICANTS

The material relating to unemployment shows the proportion of applicants who were unemployed, the duration of the out of work periods and the reasons given for being out of work. It also indicates the relation of factors such as age, sex, marital status, number of jobs and grade of occupation, to unemployment. The first section of the chapter is devoted to a discussion of the employment status of the group at the time that the data were secured. Next, the duration of the then existing unemployment and part-time work is considered. The section which follows deals with the duration of unemployment between the jobs held by the applicants. The fourth section is concerned with the number of times that persons were out of work for more than one week and with the relations of this factor to the other items of information which appear in the study. Finally, the reasons given for loss of time between jobs and for leaving last jobs are shown in connection with the data to which these reasons have significant relationships.

Employment Status

The distribution of applicants by employment status in Table XXV reveals that nearly 9 out of 10 of those who applied for work were unemployed. Those who had part-time work or were fully employed account for but 12.2 per cent.

TABLE XXV

APPLICANTS BY EMPLOYMENT STATUS

Employment Status	No. of Persons	Per cent in Each Group
Unemployed	994	87.8
Part-time work	52	4.6
Fully employed	86	7.6
TOTALS	1132	100.0

Age and Employment Status

The relation of age to employment status is shown in Table XXVI. The fully employed applicants are found in greater numbers in the younger age groups. Nearly 90 per cent were under 35 years of age in contrast to 8.2 per cent who were older than 35. All but one of the part-time workers were under 45 years of age.

TABLE XXVI

EMPLOYMENT STATUS OF APPLICANTS BY AGE GROUPS

Age Groups	Total		Employed		Employed Part-Time		Unemployed	
	Number of Persons	Percent	Number of Persons	Percent	Number of Persons	Percent	Number of Persons	Percent
Under 20	45	4.0	4	4.7	2	3.8	39	3.9
20-24	407	35.9	32	37.1	16	30.8	359	36.2
25-29	263	23.2	27	31.4	12	23.1	224	22.5
30-34	171	15.1	16	18.6	11	21.2	144	14.5
35-39	113	10.0	6	7.0	5	9.6	102	10.3
40-44	68	6.0	1	1.2	5	9.6	62	6.2
45-49	37	3.3	....	...	1	1.9	36	3.6
50 and over	28	2.5	....	...	....	...	28	2.8
TOTALS	1132	100.0	86	100.0	52	100.0	994	100.0

The unemployed, who were by far the more numerous group, were concentrated in the lower age classes. Nearly two-thirds of these applicants were less than 30 years of age. An additional fourth were under 40. Thus, 87.4 per cent in all were younger than the age which is commonly regarded as the "prime of life". Only 2.8 per cent of the remainder had reached or passed the 50 year mark.

The youth of unemployed applicants is striking. It becomes even more so if the large group of beginners, who were eliminated in the beginning because of lack of experience, is considered. Their addition would change the percentage of those under 21 years of age from 3.9 to approximately 25 per cent. This figure is almost

identical with the proportion of unemployed persons under 21 years of age, reported in the survey of unemployment in Philadelphia[1].

Grade of Regular Occupation and Employment Status

Employment status is classified in Table XXVII by the grade of the regular occupation of the applicants. All the clerical workers were more and all the manual workers were less than 8 per cent fully employed. High-grade clerical applicants were 26.7 per cent fully employed; those of medium-grade were 18.4 per cent. Low-grade clericals were 8.2 per cent employed. The medium and high-grade manual groups were lowest with percentages of 4.8 and 4.3, respectively. Low grade manuals were 6.0 per cent employed. The proportions show that the better grade clerical workers much more commonly seek new jobs while still employed than do workers in low-grade clerical or in manual occupations.

The occupational distribution of those engaged in part-time work was in direct contrast with the distribution of those employed full-time. Only three applicants among the medium and high-grade clericals and very few in both low-grade groups were working part-time. More of the better grade manual workers were partially employed than those of any other group. Considering all applicants, the number engaged in part-time work is relatively unimportant as the average of 4.2 per cent indicates.

Slightly less than 90 per cent of all applicants were unemployed. This proportion is approximately the same for all grades of occupations except the medium and high-grade clerical jobs. Both these groups, especially the high-grade, had smaller proportions of unemployment due to the numbers with full-time work.

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1. Opus cit. P. 23.

TABLE XXVII

EMPLOYMENT STATUS BY REGULAR OCCUPATION

Employment Status	Total		Clerical						Manual					
			Low		Medium		High		Low		Medium		High	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
Full time	86	7.7	13	8.2	18	18.4	16	26.7	12	6.0	15	4.8	12	4.3
Part-time	47	4.2	2	1.3	2	2.1	1	1.6	7	3.6	19	6.0	16	5.7
Unemployed	978	88.1	143	90.5	78	79.5	43	71.7	182	90.4	280	89.2	252	90.0
TOTAL	1111	100.0	158	100.0	98	100.0	60	100.0	201	100.0	314	100.0	280	100.0

(Not Specified, 21; Grand Total, 1132)

The incidence of unemployment among all the workers representing the families of the applicants is shown in Table XXVIII. The greatest number of those unemployed, 926 or 78 per cent, were members of families in which they were the only ones unemployed. Most of the remaining unemployed were in families with two members unemployed and a very small number were in families which had three or four unemployed members.

Unemployment and Size of Family

A comparison of the proportion of persons usually employed and the persons unemployed for each size of family indicates that the smaller families were most affected by unemployment. Families of less than four members contained 35.4 per cent of the persons usually employed and 47.6 per cent of the persons unemployed. The percentages for both items are identical for the family of four. The larger size families had 49.3 per cent of the persons usually employed and only 37 per cent of the persons unemployed. These relationships are quite different from those reported in the census of unemployment to which reference has repeatedly been made[1]. Among the unemployed which it included, the incidence of unemployment was heaviest in the large families. The contrast is due in part to the exclusion of the large group of young and inexperienced workers from this analysis. In Chapter I, large proportions of the younger people who were included were found in large families. The inclusion, therefore, of all of the beginners would undoubtedly increase the proportion of unemployment in large families. Any remaining difference can only be explained by the presence in the unemployment census group of a large number of persons who were unwilling or unable to seek work, then among the applicants here considered.

The extent of unemployment in the families of all applicants is seen in the reduction of the number of wage

1. Opus cit. P. 22.

TABLE XXVIII

NUMBER IN APPLICANT'S FAMILY BY NUMBER UNEMPLOYED

Number in Family

Persons

Number Unemployed	Total	1	2	3	4	5	6	7	8	9	10	11
0	813	6	50	88	124	108	121	101	106	67	28	14
1	926	127	188	204	161	93	61	43	27	17	4	1
2	192	....	16	26	18	28	34	22	24	10	12	2
3	57	....	....	3	3	6	3	15	15	9	....	3
4	12	....	....	....	....	4	....	....	4	....	....	4
Total unemployed	1187	127	204	233	182	131	98	80	70	36	16	10
Total usualy employed	2000	133	254	321	306	239	219	181	176	103	44	24
Total in families	4369	133	414	714	752	595	528	469	368	252	100	44

Percentages

Number Unemployed	Total	1	2	3	4	5	6	7	8	9	10	11
0	100.0	.7	6.2	10.8	15.3	13.3	14.9	12.4	13.0	8.3	3.4	1.7
1	100.0	13.7	20.3	22.0	17.4	10.1	6.6	4.7	2.9	1.8	.4	1.1
2	100.0	...	8.3	13.5	9.4	14.6	17.7	11.5	12.5	5.2	6.3	1.0
3	100.0	...	...	5.3	5.3	10.5	5.3	26.3	26.3	15.7	...	5.3
4	100.0	...	...	...	...	33.3	...	...	33.3	...	...	33.3
Total unemployed	100.0	10.7	17.2	19.7	15.4	11.0	8.3	6.7	5.9	3.0	1.3	.8
Total usually employed	100.0	6.6	12.7	16.1	15.3	12.0	11.0	9.0	8.8	5.1	2.2	1.2
Total in families	100.0	3.0	9.5	16.4	17.2	13.6	12.1	10.7	8.4	5.8	2.3	1.0

earners from 2,000 to 813. In other words, the working force supporting the 4,369 people in these families was reduced to 40.7 per cent of the usual number.

Duration of Unemployment and Part-Time Work

The seriousness of such a curtailment in the number of contributors to the support of the family depends somewhat upon its duration. Table XXIX shows the duration of unemployment for all unemployed applicants. Approximately one-fifth had been out of work one week or less. The cumulated percentage decreases by from 10 to 12 per cent in each additional week with the result that slightly less than half of the applicants were unemployed longer than one month. The proportion who had been unemployed for longer periods declines sharply in each successive interval. A little more than one-fourth had been out for more than two months; less than one-tenth for more than four. Only 4.5 per cent had been unemployed for more than six months and but 1.5 per cent had been jobless more than a year.

There is a marked contrast between the experience of these applicants and that of the unemployed persons included in the census by school districts who reported that they were unable to find work[1]. Three-fourths of the latter group had been out of work for more than one month. The proportion unemployed more than six months was nearly five times as great as that of applicants. Those out of work more than a year were relatively four times as numerous. The extent to which the difference in the distribution of length of unemployment just stated is explained by difference in age, sex and nativity will be discussed in connection with subsequent analysis of these factors. It may be said in advance, however, that they do not account for all of the pronounced variations which existed. Further explanation must involve consideration of the differences between the two groups in

1. Opus cit. P. 23.

TABLE XXIX

APPLICANTS BY DURATION OF UNEMPLOYMENT AND BY DURATION OF PART-TIME WORK

Duration of Unemployment

Duration of Unemployment	No. of Persons	Cumulated Percentages
More than:		
One day	990	100.0
One week	802	81.0
Two weeks	686	69.3
Three weeks	585	59.1
One month	478	48.4
Two months	263	26.6
Three months	130	13.1
Four months	93	9.4
Five months	92	9.3
Six months	45	4.5
One year	15	1.5
TOTAL	990	

(Not Specified, 4; Grand Total, 994)

Duration of Part-Time Work

Duration of part-time Work (Hours per week)	No. of Persons	Cumulated Percentages
More than:		
One	49	100.0
Eight	48	98.0
Sixteen	35	71.5
Twenty-four	21	42.8
Thirty-two	13	26.5
Forty	6	12.2
TOTAL	49	

(Not Specified, 3; Grand Total, 52)

regard to the employability of their members and also the intensity of the efforts to secure employment which were made.

Only 52 applicants were working part-time. About one-fourth of the group reported more than 32 hours per week and approximately three-fourths were working more than 16 hours. The majority had, therefore, the equivalent of from two to five full days work per week.

Duration of Unemployment by Age

Duration of unemployment compared with age in Table XXX shows a direct relationship between the two.

TABLE XXX

DURATION OF UNEMPLOYMENT BY AGE

Duration of Unemployment	Total		Less Than 20		20-24		25-29		30-34		35-39		40-44		45-49		50 and Over	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:																		
One day	990	100.0	39	100.0	358	100.0	223	100.0	144	100.0	102	100.0	62	100.0	35	100.0	27	100.0
One week	802	81.0	31	79.5	287	80.1	182	81.5	112	77.8	84	82.4	50	80.6	33	94.3	23	85.2
Two weeks	686	69.3	23	59.0	244	68.2	158	70.8	92	63.9	75	73.5	42	67.7	30	85.7	22	81.5
Three weeks	585	59.1	23	59.0	210	58.7	130	58.3	75	52.1	65	63.7	33	53.2	27	77.2	22	81.5
One month	476	48.4	19	48.7	170	47.5	106	47.5	57	39.6	51	50.0	30	48.4	25	71.5	20	74.1
Two months	263	26.6	11	28.2	95	21.5	48	21.5	28	19.5	31	30.4	19	30.6	15	42.8	16	59.3
Three mos.	130	13.1	4	10.3	44	12.3	20	9.0	15	10.4	20	19.6	9	14.5	9	25.7	9	33.3
Four mos.	93	9.4	2	5.1	32	8.9	16	7.2	9	6.3	17	16.7	5	8.1	6	17.2	6	22.2
Five mos.	92	9.3	1	2.6	32	8.9	16	7.2	9	6.3	17	16.7	5	8.1	6	17.2	6	22.2
Six mos.	45	4.5	1	2.6	19	5.3	3	1.3	4	2.8	10	9.8	1	1.6	3	8.6	4	14.8
One year	15	1.5	1	2.6	8	2.2	1	.4	1	.7	2	2.0	....	...	....	...	2	7.4
TOTAL	990		39		358		223		144		102		62		35		27	

(Not Specified, 4; Grand Total, 994)

TABLE XXXI

DURATION OF PART-TIME WORK BY AGE

Duration of Part-Time Work (Hrs. Per Wk.)	Total		Less Than 20		20-24		25-29		30-34		35-39		40-44		45-49		50 and Over	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:																		
One	49	100.0	2	100.0	14	100.0	11	100.0	11	100.0	5	100.0	4	100.0	1	100.0	1	100.0
Eight	48	98.0	1	50.0	14	100.0	11	100.0	11	100.0	5	100.0	4	100.0	1	100.0	1	100.0
Sixteen	35	71.5	1	50.0	8	57.1	9	81.8	9	81.8	3	60.0	4	100.0	....	...	1	100.0
Twenty-four	21	42.8	....	...	5	35.7	6	54.6	4	36.4	2	40.0	3	75.0	....	...	1	100.0
Thirty-two	13	26.5	....	...	3	21.4	4	26.4	3	27.3	....	...	2	50.0	....	...	1	100.0
Forty	6	12.2	....	...	1	7.1	1	9.1	2	18.2	....	...	1	25.0	....	...	1	100.0
TOTAL	49		2		14		11		11		5		4		1		1	

(Not Specified, 3; Grand Total 52)

The age groups containing those less than 35 years of age have durations of unemployment which are generally shorter than that for all applicants in duration intervals exceeding one month. Those over 35 show larger proportions in the intervals which are longer than one month. Three-fourths of those 50 years of age and over were unemployed more than one month and the proportion of this group is at least twice that for all applicants in all successive intervals.

The results of this analysis indicate that the longer duration of unemployment reported in the survey of Philadelphia was not due to the large proportion of young workers among that unemployed group. Even had the portion of that group, which was over 21 years of age, been almost entirely composed of workers "50 and over" the percentage of those who had been unemployed over a year would be nearly double that of the oldest group here considered. Differences in the age distributions of the two groups, therefore, can account for but a small part of the differences in the length of unemployment.

Table XXXI shows that applicants employed part-time were predominantly persons from 20 to 35 years of age. The number involved is so small that comparisons of the number of hours worked per week by age groups are apt to be misleading.

Duration of Unemployment by Size of Family

The variations in duration of unemployment when the applicants are grouped by size of family appear in Table XXXII. In general, those from families of four or more had been out of work for shorter periods than those in smaller families. No person from any of the families of eight or more was unemployed for more than six months. The proportions of those from families of four to seven, inclusive, are relatively small in all the intervals of more than three months. The small sized family groups have comparatively large percentages of those individ-

TABLE XXXII

DURATION OF UNEMPLOYMENT BY NUMBER IN FAMILY

Duration of Unemployment	Total		1		2		3		4		5	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:												
One day	989	100.0	119	100.0	192	100.0	209	100.0	155	100.0	102	100.0
One week	801	81.0	96	80.6	157	81.8	164	78.5	124	80.0	83	81.4
Two weeks	685	69.3	88	73.9	141	72.9	143	68.4	94	60.6	68	66.6
Three weeks	584	59.2	79	66.4	117	60.9	123	58.8	76	49.0	58	57.8
One month	477	48.4	66	55.5	95	49.5	94	45.5	65	41.9	46	45.2
Two months	262	26.6	37	31.1	52	27.1	51	24.4	34	21.9	28	27.4
Three months	129	13.0	20	16.8	21	10.9	33	15.8	17	11.0	12	11.8
Four months	92	9.3	12	10.1	19	9.9	24	11.5	10	6.4	7	6.9
Five months	91	9.2	12	10.1	19	9.9	24	11.5	10	6.4	7	6.9
Six months	45	4.5	6	5.1	10	5.2	15	7.2	6	3.9	4	3.9
One year	15	1.5	3	2.5	3	1.6	5	1.9	2	1.3	1	1.0
TOTAL	989		119		192		209		155		102	

Duration of Unemployment	6		7		8		9		10		11	
More than:												
One day	76	100.0	55	100.0	44	100.0	25	100.0	8	100.0	4	100.0
One week	62	81.5	49	89.1	32	72.7	22	88.0	8	100.0	4	100.0
Two weeks	54	71.0	41	74.5	29	65.9	16	64.0	7	87.5	4	100.0
Three weeks	42	55.2	38	69.1	29	65.9	12	48.0	6	75.0	4	100.0
One month	35	46.1	30	54.5	25	56.8	11	44.0	6	75.0	4	100.0
Two months	14	18.4	18	32.7	18	40.8	6	24.0	2	25.0	2	50.0
Three months	7	9.2	8	14.5	5	11.4	5	20.0	....	...	1	25.0
Four months	5	6.6	5	9.1	4	9.1	5	20.0	....	...	1	25.0
Five months	5	6.6	5	9.1	4	9.1	4	16.0	....	...	1	25.0
Six months	2	2.6	2	3.6	....	...	....	...	....	...	....	...
One year	....	...	1	1.8	....	...	....	...	....	...	....	..
TOTAL	76		55		44		25		8		4	

(Not Specified, 5; Grand Total, 994)

TABLE XXXIII

DURATION OF PART-TIME WORK BY NUMBER IN FAMILY

Duration of Part-Time Work (Hours Per Week)	Total		1		2		3		4		5	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:												
One	49	100.0	5	100.0	6	100.0	10	100.0	10	100.0	7	100.0
Egiht	48	98.0	5	100.0	6	100.0	10	100.0	9	90.0	7	100.0
Sixteen	35	71.5	5	100.0	5	83.3	6	60.0	6	60.0	4	57.2
Twenty-four	21	42.8	3	60.0	4	66.7	3	30.0	3	30.0	3	42.8
Thirty-two	13	26.6	2	40.0	1	16.7	3	30.0	2	20.0	1	14.3
Forty	6	12.2	....	...	1	16.7	2	20.0	1	10.0	1	14.3
TOTAL	49		5		6		10		10		7	

Duration of Part-Time Work	6		7		8		9		10		11	
One	4	100.0	4	100.0	1	100.0	....	...	2	100.0	....	...
Eight	4	100.0	4	100.0	1	100.0	....	...	2	100.0	....	...
Sixteen	4	100.0	3	75.0	1	100.0	....	...	1	50.0	....	...
Twenty-four	2	50.0	2	50.0	....	...	....	...	1	50.0	....	...
Thirty-two	2	50.0	1	25.0	....	...	....	...	1	50.0	....	...
Forty	1	25.0	....	...	....	...	....	...	....	...	....	...
TOTAL	4		4		1		....		2		....	

(Not Specified, 3; Grand Total 52)

TABLE XXXIV

DURATION OF UNEMPLOYMENT BY SEX AND MARITAL STATUS OF APPLICANTS

Duration of Unemployment	Total		Married Men		Single Men		Married Women		Single Women		Widowers		Widows	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:														
One day	989	100.0	479	100.0	352	100.0	29	100.0	106	100.0	7	100.0	16	100.0
One week	801	81.0	375	78.3	300	85.2	23	79.3	81	76.5	7	100.0	15	93.7
Two weeks	685	69.3	320	66.8	257	73.0	21	72.4	67	63.2	7	100.0	13	81.2
Three weeks	584	59.0	264	55.1	221	62.8	20	69.0	61	57.5	7	100.0	11	68.8
One month	477	48.3	216	45.1	179	50.8	16	55.2	50	47.2	6	85.7	10	62.5
Two months	262	26.5	113	23.6	91	25.9	10	34.5	39	36.8	3	42.8	6	37.5
Three months	129	13.0	58	12.1	39	11.1	6	20.7	22	20.8	....	...	4	25.0
Four months	92	9.3	37	7.7	30	8.5	6	20.7	16	15.1	....	...	3	18.8
Five months	91	9.2	37	7.7	29	8.2	6	20.7	16	15.1	....	...	3	18.8
Six months	45	4.5	17	3.5	15	4.3	3	10.3	9	8.5	....	...	1	6.2
One year	15	1.5	6	1.3	2	.6	3	10.3	4	3.8	....	...	....	...
TOTAL	989	100.0	479	100.0	352	100.0	29	100.0	106	100.0	7	100.0	16	100.0

(Not Specified, 5; Grand Total, 994)

uals who were unemployed more than two months. This, in connection with the fact that a large portion of all applicants who were unemployed had small families, leads to the conclusion that unemployment affected these families more seriously than those of larger size.

Part-time workers in Table XXXIII are shown to have been scattered among nearly all the family groups. The majority, however, were in families of from two to six inclusive. Practically all of the workers who were working most nearly full-time were also in these same size families.

Duration of Unemployment by Sex and Marital Status

Sex and marital status is related to length of unemployment in Table XXXIV. The most noticeable point in this comparison is the decidedly shorter duration of unemployment of men in contrast with women applicants. The married men, although they have been shown to be often out of work, tended to remain out for shorter periods than most of the other applicants. Single men were unemployed in greatest numbers for periods of less than two months. In the longer intervals they are below average but not as far below as are the married men. The small group of widowers had all been unemployed less than three months. Larger proportions of women than of men were out of work in all intervals of more than one month. The percentages for the three female groups are nearly twice as large as those for men in the five longest periods.

The survey of unemployment[1] presents the duration of unemployment by sex for the workers who reported that they were unable to find work. The proportions of both men and women who were unemployed for long periods are larger than the proportion of all applicants who were out of work for the same length of time. There-

1. Opus cit. P. 24.

TABLE XXXV

DURATION OF PART-TIME WORK BY SEX AND MARITAL STATUS OF APPLICANTS

Duration of Part-Time Work (Hrs. per Wk.)	Total		Married Men		Single Men		Married Women		Single Women		Widowers		Widows	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:														
One	49	100.0	31	100.0	15	100.0	....	...	2	100.0	1	100.0	....	...
Eight	48	98.0	31	100.0	14	93.3	....	...	2	100.0	1	100.0	....	...
Sixteen	35	71.5	23	74.2	9	60.0	....	...	2	100.0	1	100.0	....	...
Twenty-four	21	42.8	16	51.6	5	33.3	....	...	....	...	....	...	....	...
Thirty-two	13	26.5	10	32.2	3	20.0	....	...	....	...	....	...	....	...
Forty	6	12.2	6	19.4	....	...	....	...	....	...	....	...	....	...
TOTALS	49	100.0	31	100.0	15	100.0	....	...	2	100.0	1	100.0	....	..

(Not Specified, 3; Grand Total, 52)

fore, differences between the two samples in regard to the relative numbers of men and women are not an adequate explanation of the major part of the contrast in the distributions of lengths of unemployment.

Two-thirds of the forty-nine persons working part-time shown in Table XXXV were married men. All but three of the others were single men. All the group were working less than 40 hours per week except six married men who reported more than that amount. This group, on account of its small size, will not be considered further except in certain cases where it is especially significant.

Duration of Unemployment by Place of Birth

Table XXXVI shows duration of unemployment among the applicants classified by place of birth. The group born in Philadelphia corresponds very closely to the distribution of all applicants except that its percentages are slightly smaller in the intervals of moderate length and are a little larger in the longer ones. The applicants who were born in the Southern states were the only native born group which had decidedly larger proportions of its members out of work for long periods than any other group. The groups from other parts of the United States have relatively smaller numbers of their members in nearly all of the duration periods of more than one week. None of those born in New England and the West had been unemployed over four months. The only exceptions occurred among workers born in Southeastern Pennsylvania and in the area including Western Pennsylvania, New York and states North of the Ohio and East of the Mississippi. Both of these groups have relatively small proportions of their members which are persistently unemployed.

Foreign-born workers were unemployed for long periods in larger proportions than any native group except the applicants born in the Southern states. Previous analysis showed that relatively few foreigners were unemployed. Those who were, however, are here shown to

TABLE XXXVI

DURATION OF UNEMPLOYMENT BY PLACE OF BIRTH

Duration of Unemployment	Total		Philadelphia		S. E. Penna., N. J., Delaware		New England		W. Penna., N. Y., W. to Miss. R., and N. of Ohio R.	
	No. Per.	Per-cent	No. Per.	Per-cent	No. Per.	Per-cent	No. Per.	Per-cent	No. Per.	Per-cent
More than:										
One day	990	100.0	521	100.0	159	100.0	29	100.0	60	100.0
One week	802	81.0	422	81.0	121	76.1	19	65.5	46	76.6
Two weeks	686	69.3	350	67.2	110	69.1	17	58.6	39	65.0
Three weeks	585	59.1	294	56.4	92	57.8	16	55.2	29	48.3
One month	478	48.4	235	45.2	75	47.2	14	48.2	23	38.3
Two months	263	26.6	132	25.3	34	21.4	5	17.2	18	30.0
Three months	130	13.1	69	13.2	16	10.1	1	3.4	5	8.3
Four months	93	9.4	52	10.0	10	6.3	....	...	4	6.7
Five months	92	9.3	51	9.8	10	6.3	....	...	4	6.7
Six months	45	4.5	25	4.8	7	4.4	....	...	3	5.0
One year	15	1.5	8	1.5	4	2.5	....	...	1	1.7
TOTALS	990		521		159		29		60	

TABLE XXXVI (Continued)

Duration of Unemployment	S. of Ohio R., E. of Miss., Inc. Va.		West of Miss. R.		North Europe		S. Europe, Inc. Russia		North and South America, Exc. U. S.	
	No. Per.	Per-cent	No. Per.	Per-cent	No. Per.	Per-cent	No. Per.	Per-cent	No. Per.	Per-cent
More than:										
One day	42	100.0	9	100.0	110	100.0	56	100.0	4	100.0
One week	41	97.7	7	77.8	95	86.4	48	85.7	3	75.0
Two weeks	39	92.8	3	33.3	83	75.5	42	75.0	3	75.0
Three weeks	35	83.4	3	33.3	76	68.1	39	69.7	1	25.0
One month	29	69.0	3	33.3	64	58.2	34	60.7	1	25.0
Two months	15	35.7	1	11.1	36	32.7	21	37.5	1	25.0
Three months	9	21.4	....	...	18	16.4	11	19.6	1	25.0
Four months	7	16.7	....	...	13	11.8	7	12.5	....	...
Five months	7	16.7	....	...	13	11.8	7	12.5	....	...
Six months	2	4.8	....	...	5	4.5	3	5.4	....	...
One year	....	...	....	...	1	.9	1	1.8	....	...
TOTALS	42		9		110		56		4	

(Not Specified, 4; Grand Total, 994)

TABLE XXXVII

DURATION OF UNEMPLOYMENT BY NUMBER OF JOBS

Duration of Unemployment	Total		Number of Jobs: 1		2		3		4		5		6	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:														
One day	990	100.0	341	100.0	332	100.0	187	100.0	85	100.0	36	100.0	9	100.0
One week	802	81.0	287	83.2	266	80.1	148	79.1	65	76.5	28	77.7	8	89.0
Two weeks	686	69.3	251	73.6	227	68.4	125	66.8	54	63.5	24	66.6	5	55.6
Three weeks	585	59.1	230	67.5	190	57.2	102	54.5	41	48.2	19	52.7	3	33.3
One month	478	48.4	199	58.4	148	44.6	80	42.8	32	37.6	17	47.2	2	22.2
Two months	263	26.6	121	35.5	81	24.4	38	20.3	13	15.3	9	25.0	1	11.1
Three months	131	13.1	65	19.1	42	12.4	15	8.0	5	5.9	4	11.1	....	...
Four months	93	9.4	51	15.0	25	7.5	11	5.9	4	4.7	2	5.6	....	...
Five months	92	9.3	50	14.7	25	7.5	11	5.9	4	4.7	2	5.6	....	...
Six months	45	4.6	25	7.3	13	3.9	6	3.2	1	1.2	....	...	....	...
One year	15	1.5	7	2.6	4	1.2	3	1.6	1	1.2	....	...	....	...
TOTAL	990	100.0	341	100.0	332	100.0	187	100.0	85	100.0	36	100.0	9	100.0

(Not Specified, 4; Grand Total, 994)

have been more affected by unemployment than were most of the native born.

The relation of place of birth to duration of unemployment shows that those who were born in Philadelphia had no advantage over most of the workers who have come to the city from other areas. The group had, however, as indicated in Chapter I, a large percentage of young applicants and it is suggested that age rather than place of birth explains the longer duration of unemployment.

Duration of Unemployment by Number of Jobs Held

Duration of unemployment varies inversely with the number of jobs held. In Table XXXVII the persons who reported one job are distributed more heavily in all intervals after the first than are those of any other group. The amount of excess increases with each successsive interval. Nearly three-fifths of these applicants had been unemployed for more than a month. More than six months without employment had been experienced by 7.3 per cent in contrast with 4.5 per cent for all applicants. The proportions of persons in the longer intervals decrease as the number of jobs held increase. None of those who reported five jobs had been unemployed more than six months while only one member of the small group reporting six jobs had been out of work more than two months.

Part-time work, shown in Table XXXVIII, was found almost entirely among persons who held from one to four jobs. The length of period worked decreases as the number of jobs increases but the size of the group prevents the attaching of much importance to this tendency.

Duration of Unemployment by Regular Industry

Table XXXIX shows duration of unemployment for applicants classified by the industry in which they re-

TABLE XXXVIII

DURATION OF PART-TIME WORK BY NUMBER OF JOBS

Duration of Part-Time Work (Hrs. Per Wk.)	Total		Number of Jobs: 1		2		3		4		5		6	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:														
One	49	100.0	14	100.0	15	100.0	11	100.0	7	100.0	1	100.0	1	100.0
Eight	48	98.0	13	92.8	15	100.0	11	100.0	7	100.0	1	100.0	1	100.0
Sixteen	35	71.5	9	64.3	11	73.3	8	72.7	6	85.8	1	100.0	....	...
Twenty-four	21	42.8	5	35.8	4	26.6	7	63.6	5	71.5	....	...	....	...
Thirty-two	13	26.5	3	21.4	3	20.0	4	36.4	3	42.8	....	...	....	...
Forty	6	12.2	3	21.4	2	13.3	1	9.1	....	...	....	...	....	...
TOTAL	49	100.0	14	100.0	15	100.0	11	100.0	7	100.0	1	100.0	1	100.0

(Not Specified, 3; Grand Total, 52)

ported regular employment. The results indicate a wide variation in the experience of workers in the different industries. In three cases—"Professional service", "State and municipal governments" and "Extractive"—no person in the groups had been unemployed more than three months. In three additional industries—"Federal government", "Leather and rubber" and "Insurance and banking"—the limit was six months. "Domestic service", "Wholesale trade", "Public utilities", "Transportation", "Clay, stone and glass", "Building and contracting" and "Agriculture" contained no applicants who had been unemployed more than one year. Except for three of the small groups, these same industries had smaller proportions in from one to four of the immediately preceding intervals than all other industries. All the remaining industries were represented by persons who had been out of work for more than a year. Of these, "Retail trade", "Metals", Textiles", Chemicals and oils", "Food and tobacco" and "Lumber and furniture" have distributions which correspond closely to that for all industries in the latter intervals. Only two industries, "Paper and printing" and "Clerical organizations", have percentages in all the intervals of more than two months which are distinctly larger than these for all industries.

The variation in the duration of unemployment among the groups which reported regular employment in the different industries has several possible explanations. The more apparent of these is that the industries with large proportions of applicants unemployed for long periods had suffered longer from unfavorable conditions. Neither of the two industries with the poorest records, "Paper and printing" and "Clerical organizations", however, have been subjected to the difficulties as have some of the other industries, such as "textiles", which have better records. Any marked differences among the industries in the distributions of age, sex or nativity of the applicants would, as have been shown, influence the length of unemployment. The relation of these factors to specific

TABLE XXXIX

DURATION OF UNEMPLOYMENT BY INDUSTRY

Number of Persons

Duration of Unemployment	Total	Professional Service	Domestic Service	U. S. Gov't	City or State Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Transportation	Textiles	Chemicals and Oils	Food and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Stone, Clay and Glass	Clerical Organizations	Bldg. and Contracting	Agriculture	Extractive	Banking and Insurance
More than:																						
1 day	941	8	16	8	4	176	22	47	222	37	81	21	37	14	38	30	7	29	120	9	3	12
1 week	660	2	15	6	3	149	17	37	177	28	69	17	23	6	31	27	6	23	105	9	3	7
2 weeks	653	2	15	4	3	127	17	33	144	25	56	13	21	5	25	23	6	21	94	9	3	7
3 weeks	561	1	12	4	3	109	14	31	121	21	50	10	20	5	19	21	4	20	77	9	3	7
1 month	461	1	10	4	2	94	12	26	101	12	41	9	15	4	16	19	4	15	63	7	2	4
2 months	369	1	9	4	2	75	10	21	74	9	35	8	13	4	13	16	3	13	48	5	2	4
3 months	125	....	5	1	....	21	3	4	26	7	14	2	4	2	7	3	2	7	13	1	....	3
4 months	90	....	3	1	....	17	1	1	19	5	9	1	3	1	7	3	2	6	8	1	....	2
5 months	89	....	3	1	....	17	1	1	19	5	9	1	3	1	7	3	2	5	8	1	....	2
6 months	44	....	1	....	....	8	1	1	12	1	4	1	1	....	5	1	1	2	4	1	....	....
1 year	14	....	....	....	....	5	....	....	3	....	1	1	1	....	1	1	....	1	....	....	....	....
TOTAL	941	8	16	8	4	176	22	47	222	37	81	21	37	14	38	30	7	29	120	9	3	12

(Not Specified, 3; Grand Total, 994)

TABLE XXXIX (Continued)

DURATION OF UNEMPLOYMENT BY INDUSTRY

Percentages

Duration of Unemployment	Total	Professional Service	Domestic Service	U. S. Gov't	City or State Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Transportation	Textiles	Chemicals and Oils	Food and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Stone, Clay and Glass	Clerical Organizations	Bldg. and Contracting	Agriculture	Extractive	Banking and Insurance
More than:																						
1 day	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1 week	70.1	25.0	93.8	75.0	75.0	84.7	77.3	78.7	79.7	75.7	85.2	81.0	62.2	42.9	81.5	90.0	85.7	79.3	87.5	100.0	100.0	58.3
2 weeks	69.4	25.0	93.8	50.0	75.0	72.7	77.3	70.2	64.9	67.6	69.1	61.9	56.8	35.7	65.8	76.7	85.7	72.4	78.3	100.0	100.0	58.3
3 weeks	59.6	12.5	75.0	50.0	75.0	61.9	63.6	66.0	54.5	56.8	61.7	47.6	54.1	35.7	50.0	70.0	57.1	69.0	64.2	100.0	100.0	58.3
1 month	49.0	12.5	62.5	50.0	50.0	53.4	54.5	55.3	45.4	32.4	50.6	42.9	40.5	28.6	42.1	63.3	57.1	51.7	52.5	77.8	66.6	33.3
2 months	39.2	12.5	56.3	50.0	50.0	42.6	45.5	44.7	33.3	24.3	43.2	38.1	35.1	28.6	34.2	53.3	42.9	44.5	40.0	55.6	66.6	33.3
3 months	13.3	...	31.3	12.5	...	11.9	13.6	8.5	11.7	18.9	17.3	9.5	10.8	14.3	18.4	10.0	28.6	24.1	10.8	11.1	...	25.0
4 months	9.5	...	18.8	12.5	...	9.7	4.5	2.1	8.5	13.5	11.1	4.8	8.1	7.1	18.4	10.0	28.6	20.7	6.7	11.1	...	16.7
5 months	9.4	...	18.8	12.5	...	9.7	4.5	2.1	8.5	13.5	11.1	4.8	8.1	7.1	18.4	10.0	28.6	17.2	6.7	11.1	...	16.7
6 months	4.8	...	6.3	...	...	4.5	4.5	2.1	5.4	2.7	4.9	4.8	2.7	...	13.2	3.3	14.3	6.9	3.3	11.1	...	...
1 year	1.5	...	...	...	...	2.9	...	...	1.4	...	1.2	4.8	2.7	...	2.6	3.3	...	3.4	...	...	...	...

TABLE XL

DURATION OF UNEMPLOYMENT BY REGULAR OCCUPATIONS OF APPLICANTS

Duration of Unemployment	Total		Grade of Occupation: Clerical						Manual					
			Low		Medium		High		Low		Medium		High	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:														
One day	978	100.0	143	100.0	78	100.0	43	100.0	182	100.0	280	100.0	252	100.0
One week	795	81.2	116	81.2	58	74.4	34	79.1	159	86.0	229	81.8	199	79.0
Two weeks	681	69.6	101	70.7	51	65.4	30	69.8	141	76.2	189	67.5	169	67.1
Three weeks	580	59.3	86	60.1	39	50.0	26	60.5	130	70.3	156	55.7	143	56.7
One month	473	48.4	72	50.4	31	39.7	22	51.2	114	61.6	118	42.2	116	46.0
Two months	260	26.6	41	28.7	17	21.8	16	37.2	61	33.5	65	23.2	60	23.8
Three months	128	13.1	22	15.4	9	11.5	8	18.6	33	18.1	25	8.9	31	12.0
Four months	91	9.3	17	11.9	6	7.7	6	14.0	26	14.3	17	6.1	19	7.5
Five months	90	9.2	16	11.2	6	7.7	6	14.0	26	14.3	17	6.1	19	7.5
Six months	44	4.5	8	5.6	5	6.4	2	4.7	13	7.0	6	2.1	10	4.0
One year	14	1.4	4	2.8	2	2.6	2	4.7	1	.5	2	.7	3	1.2
TOTAL	978		143		78		43		182		280		252	

(Not Specified, 16; Grand Total, 994)

industries will be shown in the discussion of occupational experience.

Two other factors also influence the length of unemployment. They are occupation and number of occupations in which a worker has had experience. The effects of each of these will be presented in the ensuing analysis and they, in turn, will be discussed in relation to industries in the chapter on occupational experience.

Duration of Unemployment by Grade of Occupation

Table XL shows duration of unemployment by grade of occupation. Here the experience of manual workers was more favorable than that of clerical employees in spite of the very poor record of the applicants in the low grade class. The proportion of that group unemployed is not only substantially larger than that of all applicants in all the intervals except the very last, but it increases progressively as the duration of unemployment lengthens. The high-grade clerical group has a record which is nearly as poor. Low-grade clerical workers consistently appear in more than average proportions in all intervals but less excessively than either of the first two classes. The three remaining groups have fewer of their members who were unemployed for more than one week than the preceding ones. The most favorable showing is that of the medium-grade manual applicants. They are followed in order by the high-grade manual and medium clerical groups.

The results which have just been described seem to justify the conclusion that occupational reasons caused low and high-grade clerical and low-grade manual workers to be more seriously affected by unemployment. At this point, however, the statement must be regarded as tentative and like the observations concerning unemployment in different industries, it must await further analysis.

TABLE XLI

PART-TIME EMPLOYMENT BY REGULAR OCCUPATION

Duration of Part-Time Work (Hrs. Per Wk.)	Total		Clerical						Manual					
			Low		Medium		High		Low		Medium		High	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:														
One	47	100.0	2	100.0	2	100.0	1	100.0	7	100.0	19	100.0	16	100.0
Eight	46	98.9	2	100.0	2	100.0	1	100.0	7	100.0	19	100.0	15	93.7
Sixteen	33	71.8	1	50.0	1	50.0	1	100.0	5	71.4	16	84.2	9	56.2
Twenty-four	20	43.1	....	...	....	...	....	...	4	57.1	11	57.9	5	31.2
Thirty-two	12	25.5	....	...	....	...	....	...	3	42.8	4	21.1	5	31.2
Forty	5	10.6	....	...	....	...	....	...	....	...	1	5.3	4	25.0
TOTAL	47	100.0	2	100.0	2	100.0	1	100.0	7	100.0	19	100.0	16	100.0

(Not Specified, 5; Grand Total 52)

Part-time work, shown in Table XLI, was almost exclusively characteristic of manual occupations. The medium and high groups have relatively more than the low-grade group. They also have larger proportions of their members most nearly fully employed.

Duration of Unemployment by Number of Occupations

The variety of the applicants' occupational experience is compared with duration of employment in Table XLII. The relation between increasing numbers of occupations and the length of time out of work is so pronounced that it can be stated without danger of contradiction through the action of other factors.. The period of unemployment varies inversely with the number of occupations. Those applicants, who had no occupation other than that reported as regular, were unemployed in all intervals of more than one week in duration in proportions greater than those of all applicants. This is also true of those who reported one other occupation, in all but the last two intervals. The excess, however, was only one-sixth to one-third as large. The applicants with two other occupations are the first to show percentages smaller than those for all applicants who were unemployed more than one month. The group which had three other occupations had relatively fewer of its members unemployed more than three weeks than any previous group. None of these workers were unemployed more than a year. The small number of applicants who reported more than three other occupations had all been unemployed for less than four months. Variety of occupational experience definitely lessens the danger of long unemployment.

Part-time work, shown in Table XLIII, was relatively more common among applicants who had two, three or four other occupations. Those with no or only one other occupation tended in addition to be least fully employed. One-third of the group with two occupations were employed more than forty hours per week.

TABLE XLII

DURATION OF UNEMPLOYMENT BY NUMBER OF OTHER OCCUPATIONS

Duration of Unemployment	Total		Number of Other Occupations: 0		1		2		3	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:										
One day	990	100.0	301	100.0	352	100.0	212	100.0	103	100.0
One week	802	81.0	239	79.5	284	80.7	177	83.5	86	83.5
Two weeks	686	69.3	210	69.8	242	68.8	149	70.3	71	68.9
Three weeks	585	59.1	184	61.1	208	59.1	126	59.5	56	54.4
One month	478	48.3	152	50.5	173	49.2	100	47.2	45	43.7
Two months	263	26.6	88	29.2	94	26.7	55	25.9	21	20.4
Three months	130	13.1	46	15.3	49	13.9	27	12.7	7	6.8
Four months	93	9.4	39	12.9	36	10.2	16	7.5	2	1.9
Five months	92	9.3	39	12.9	35	9.9	16	7.5	2	1.9
Six months	45	4.5	24	8.0	14	4.0	6	2.8	1	1.0
One year	15	1.5	8	2.7	4	1.1	3	1.4	---	---
TOTAL	990		301		352		212		103	

Duration of Unemployment	4		5		6		7		8	
More than:										
One day	16	100.0	2	100.0	1	100.0	----	---	3	100.0
One week	12	75.0	1	50.0	1	100.0	----	---	2	66.7
Two weeks	11	68.7	1	50.0	----	---	----	---	2	66.7
Three weeks	9	56.2	1	50.0	----	---	----	---	1	33.3
One month	6	37.5	1	50.0	----	---	----	---	1	33.3
Two months	4	25.0	----	---	----	---	----	---	1	33.3
Three months	1	6.2	----	---	----	---	----	---	----	---
Four months	----	---	----	---	----	---	----	---	----	---
Five months	----	---	----	---	----	---	----	---	----	---
Six months	----	---	----	---	----	---	----	---	----	---
One year	----	---	----	---	----	---	----	---	----	---
TOTAL	16		2		1		----		3	

TABLE XLIII

DURATION OF PART-TIME WORK BY NUMBER OF OTHER OCCUPATIONS

Duration of Part-Time Work (Hours Per Week)	Total		Number of Other Occupations							
			0		1		2		3	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:										
One	49	100.0	12	100.0	11	100.0	16	100.0	8	100.0
Eight	48	98.0	12	100.0	10	91.0	16	100.0	8	100.0
Sixteen	35	71.5	10	83.3	6	54.5	10	62.5	7	87.5
Twenty-four	21	42.8	4	33.3	5	45.5	6	37.5	5	62.5
Thirty-two	13	26.5	1	8.3	3	27.3	6	37.5	2	25.0
Forty	6	12.2	....	...	1	9.1	5	31.3	....	...
TOTALS	49		12		11		16		8	

Duration of Part-Time Work (Hours Per Week)	4		5		6		7		8	
More than:										
One	2	100.0	....	...	....	...	....	...	....	...
Eight	2	100.0	....	...	....	...	....	...	....	...
Sixteen	1	50.0	....	...	....	...	....	...	....	...
Twenty-four	1	50.0	....	...	....	...	....	...	....	...
Thirty-two	1	50.0	....	...	....	...	....	...	....	...
Forty	....	...	....	...	....	...	....	...	....	...
TOTALS	2		....		....		....		....	

TABLE XLIV

DURATION OF UNEMPLOYMENT BETWEEN JOBS BY NUMBER OF TIMES OUT OF WORK

Duration of Unemployment	Total		Times Out of Work: 1		2		3		4		5	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
More than:												
One day	441	100.0	290	100.0	111	100.0	32	100.0	7	100.0	1	100.0
One week	415	94.3	264	91.0	111	100.0	32	100.0	7	100.0	1	100.0
Two weeks	376	85.4	227	78.3	109	98.3	32	100.0	7	100.0	1	100.0
Three weeks	350	79.5	204	70.3	106	95.5	32	100.0	7	100.0	1	100.0
One month	290	65.8	150	51.7	100	90.2	32	100.0	7	100.0	1	100.0
Two months	216	49.0	105	36.2	77	69.4	26	81.2	7	100.0	1	100.0
Three months	137	31.1	55	19.0	54	48.7	22	68.7	5	71.4	1	100.0
Four months	98	22.2	44	15.2	33	29.7	16	50.0	4	57.2	1	100.0
Five months	87	19.7	42	14.5	28	25.2	12	37.5	4	57.2	1	100.0
Six months	58	13.2	24	8.3	23	20.7	7	21.9	3	42.8	1	100.0
One year	14	3.2	6	2.1	4	3.6	2	6.2	1	14.3	1	100.0
TOTALS	441	100.0	290	100.0	111	100.0	32	100.0	7	100.0	1	100.0

(No Time Lost, 691; Grand Total, 1132)

Unemployment Between Jobs

Each applicant was requested to state the amount of time in excess of one week which had been lost between each of the jobs reported. Nearly seven hundred or 61.1 per cent reported no time lost. The subtraction of 379 of the individuals who held only one job leaves 312 or 27.6 per cent of all the applicants who made one or more shifts without loss of more than a week at any one time. The remaining 441 or 38.9 per cent of all applicants experienced varying amounts of unemplyoment between jobs.

Duration of Unemployment Between Jobs by Number of Times Out of Work

Table XLIV shows the duration of unemployment between jobs classified by number of times out of work. Nearly two-thirds of the 441 persons included lost more than a month between jobs. Half lost more than a year. Since very few of these persons made shifts prior to the period beginning January, 1926, the losses of those in the intervals mentioned amounted roughly to 5, 10, 20 and 30 per cent of full employment.

The percentage of possible full-time lost by all applicants affords an addition to the evidence of the stability of the group. Almost two-thirds, 61.1 per cent, lost no time; 25.6 per cent lost approximately five per cent of possible employment; 19.0 per cent lost 10 per cent; 5.1 per cent lost 20 per cent and only 1.2 per cent lost as much as 30 per cent.

The duration of unemployment among those who were out of work one time was relatively more severe than that experienced by all unemployed applicants at the time of reporting. Even so the losses of the first group are overshadowed in severity by those in successive ones whose importance is fortunately diminished by rapid decreases in the size of the group. One-fifth of the persons out two times lost 20 per cent of possible employ-

ment; 90.2 per cent lost 5.0 per cent. All of those who were out three times lost 5.0 per cent; 50.0 per cent of them lost 10.0 per cent and 21.9 per cent lost 20.0 per cent. The very small remaining groups show still larger losses.

The relationships of various factors to the loss of time between jobs are analyzed in the series of tables which follow. The items chosen are age, sex and marital status, place of birth, number of jobs, regular industry, regular occupation and number of other occupations.

TABLE XLV

AGE OF APPLICANTS BY NUMBER OF TIMES OUT OF WORK

Number of Persons

Age	Total	Times Out 0	1	2	3	4	5
Less than 20	45	22	13	8	2	....	....
20-24	407	227	115	45	13	6	1
25-29	263	157	73	23	9	1	....
30-34	171	116	40	11	4	....	....
35-39	113	80	24	7	2	....	....
40-44	68	48	11	8	1	....	....
45-49	37	19	11	6	1	....	....
50 and over	28	22	3	3	....	....	....
TOTALS	1132	691	290	111	32	7	1

Percentage

Age	Total	0	1	2	3	4	5
Less than 20	100.0	48.9	28.9	17.8	4.4	...	...
20-24	100.0	55.8	28.3	11.0	3.2	1.5	.2
25-29	100.0	59.7	27.8	8.7	3.4	.4	...
30-34	100.0	67.9	23.4	6.4	2.3	...	...
35-39	100.0	70.8	21.2	6.2	1.8	...	...
40-44	100.0	70.5	16.2	11.8	1.5	...	...
45-49	100.0	51.4	29.7	16.2	2.7	...	...
50 and over	100.0	78.6	10.7	10.7	...	...	...
TOTALS	100.0	61.1	25.6	9.8	2.8	.6	.1

Age and Number of Times Out of Work Between Jobs

The influence of age is shown in Table XLV. The group which lost no time between jobs contains 78.6 per cent of all applicants 50 years of age and over; 70.8 per cent of those 35-39 years of age and 70.5 per cent of

those 40-44 years of age. The proportion of each age group below 35 years decreases to a low point of 48.9 per cent of those less than 20 years of age. The 45-49 group is also low as but 51.4 per cent of its members are included.

The proportions of the age groups which are found among the applicants who were out one or more times between jobs contrast sharply with those described in the preceding paragraph. The age groups which had the largest proportions of persons who lost no time have small proportions who were out one time and still smaller proportions who lost time more than once. These relationships indicate clearly that loss of time between jobs was experienced most by applicants who were less than 30 years of age and by those 45-49 years of age.

TABLE XLVI

NUMBER OF TIMES OUT OF WORK BY SEX AND MARITAL STATUS

Number of Persons

Sex and Marital Status	Total	Times Out 0	1	2	3	4	5
Married men	545	352	129	50	13	1	....
Single men	405	224	110	50	15	5	1
Married women	30	17	10	3	....	....	....
Single women	125	80	34	6	4	1	....
Widowers	9	7	1	1	....	....	....
Widows	17	11	5	1	....	....	....
TOTALS	1131	691	289	111	32	7	1

Percentages

Sex and Marital Status	Total	0	1	2	3	4	5
Married men	48.2	50.9	44.6	45.0	40.6	14.3	...
Single men	35.8	32.4	38.1	45.0	46.9	71.4	100.0
Married women	2.7	2.4	3.5	2.7	...	...	...
Single women	11.0	11.6	11.8	5.5	12.5	14.3	...
Widowers	.8	1.1	.3	.9	...	...	...
Widows	1.5	1.6	1.7	.9	...	...	...
TOTALS	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(Not Specified, 1; Grand Total 1132)

Sex and Marital Status and Number of Times Out of Work Between Jobs

The comparison of number of times out of work with sex and marital status in Table XLVI shows that single men lost time more frequently than any other group. They constitute 35.8 per cent of all applicants, 32.4 per cent of those who lost no time and are an increasingly greater proportion of those who were out one or more times. A larger percentage of married men than of all applicants lost no time and a smaller percentage were out one or more times. Married women, widows and widowers in no instance lost time more than twice and show no marked deviation from the distribution of all applicants. Single women show a tendency to emulate the single men since they have large percentages in both the groups who were out three and four times.

Place of Birth and Number of Times Out of Work Between Jobs

Table XLVII is a comparison of number of times out of work with place of birth. In general, the results show that the foreign-born lost time less frequently than native-born. They were 15.8 per cent of all applicants; 17.9 per cent of those who lost no time and had smaller percentages of persons who were out of work one or more times. Native Philadelphians had less than their share of those who were out one or two times but their percentage in each of the remaining groups is decidedly larger than any other group. Only one person among the other native-born was out of work more than three times. These workers, regardless of place of birth, constituted a smaller portion of those who lost no time than of all applicants and a greater portion of those in the one and two times out groups. The percentages of workers born in various parts of the country are at or below average among those who were out three times except for persons born in western Pennsylvania, New York and

TABLE XLVII

NUMBER OF TIMES OUT OF WORK BY PLACE OF BIRTH

Number of Persons

Place of Birth	Total	Times Out 0	1	2	3	4	5
Philadelphia	608	373	155	54	20	5	1
S. E. Penna., N. J., and Delaware	190	114	52	21	3	....	....
New England	31	13	11	6	1	....	....
W. Penna., N. Y., W. to Miss., and N. of Ohio	68	36	20	8	4	....	....
S. of Ohio, and E. of Miss., inc. Virginia	44	26	11	6	1	....	....
West of Mississippi	11	6	3	1	....	1	....
North Europe	117	75	28	12	1	1	....
S. Europe, inc. Russia	58	46	9	1	2	....	....
Asia, Africa and Australia	....	....	....	....	....	....	....
North and South America	5	2	1	2	....	....	....
TOTALS	1132	691	290	111	32	7	1

Percentages

Place of Birth	Total	0	1	2	3	4	5
Philadelphia	53.8	53.8	53.2	48.7	62.6	71.4	100.0
S. E. Penna., N. J., and Delaware	16.8	16.5	17.9	18.9	9.4	...	...
New England	2.7	1.9	3.8	5.4	3.1	...	...
W. Penna., N. Y., W. to Miss., and N. of Ohio	6.0	5.2	6.9	7.2	12.5	...	...
S. of Ohio and E. of Miss., inc. Virginia	3.9	3.8	3.8	5.4	3.1	...	...
West of Mississippi	.1	.9	1.3	.9	...	14.3	...
North Europe	10.3	10.9	9.7	10.8	3.1	14.3	...
S. Europe inc. Russia	5.1	6.7	3.1	.9	6.2	...	...
Asia, Africa and Australia	...	...	...	...	...	...	...
N. and S. America	.4	.3	.3	1.8	...	...	...
TOTALS	100.0	100.0	100.0	100.0	100.0	100.0	100.0

the middle West. These are 12.5 per cent of the group although they were but 6.0 per cent of all applicants.

Number of Jobs Held and Number of Times Out of Work

The comparison of the number of jobs held with the number of times out of work, Table XLVIII, is presented for two reasons. It does demonstrate the close relationship between the two items which was to have been expected. The more important point, however, is that the

TABLE XLVIII

NUMBER OF TIMES OUT OF WORK BY NUMBER OF JOBS

Number of Persons

Number of Jobs	Total	Times Out 0	1	2	3	4	5
One	388	379	7	2	....	....	....
Two	378	200	174	4	....	....	....
Three	218	80	73	64	1	....	....
Four	97	18	26	29	23	1	....
Five	40	13	7	9	5	6	....
Six	10	1	2	3	3	....	1
Seven	1	....	1	....	....	....	....
TOTALS	1132	691	290	111	32	7	1

Percentages

Number of Jobs	Total	0	1	2	3	4	5
One	34.2	54.9	2.4	1.8	...	...	...
Two	33.4	28.9	60.0	3.6	...	...	...
Three	19.3	11.6	25.2	57.7	3.1	...	...
Four	8.6	2.6	9.0	26.1	71.9	14.3	...
Five	3.5	1.9	2.4	8.1	15.6	85.7	...
Six	.9	.1	.7	2.7	9.4	...	100.0
Seven	.1	...	.3	...	...	...	...
TOTALS	100.0	100.0	100.0	100.0	100.0	100.0	100.0

table shows that most of the number of times out of work groups contain some proportion of the applicants who lost time less often than they changed jobs. The inclusion of a small number of temporary lay-offs is responsible for the small percentages which appear where the number of times out exceed the number of jobs held.

Nearly half of the group which lost no time were persons who held more than one job. In a like manner 37.6 per cent of those who were out one time were persons who held more than two jobs. A slightly smaller percentage—36.9—of the persons who were out two times were people who held more than three jobs. The 25 per cent of the applicants who held more than four jobs were out only three times. In the groups which were out four and five times practically all persons held five or six jobs.

Regular Industry and The Number of Times Out of Work

Table XLIX shows the relation between the number of times out of work and the regular industry of the applicants. Only three industries—"Domestic service", "Metals", and "Building and contracting"—contributed less than their proportionate share of the persons who lost no time. The same three and, in addition, "Public utilities" and "Leather and rubber" are represented by relatively large percentages in the group which was out of work one time. "Professional service", "Metals", "Textiles", "Foods and tobacco" and "Building and contracting" are the industries which have the largest proportions of those who were out two times. Only two of the industries represented in the last three groups—"Textiles" and "Clerical organizations"—have relatively small percentages.

The poorest record in regard to times out was made by the applicants from the building trades. Metal workers were also disproportionately represented among those who lost time. Several of the smaller industries consistently show more than average percentages in the times out columns. "Professional service", "Public utilities" and "Agriculture" are noticeable in this respect.

Regular Occupation and The Number of Times Out of Work

Regular occupation is compared with number of times out of work in Table L. High-grade clerical workers rank first with 70.0 per cent who lost no time; small proportions of those out one and two times and no persons out more than two times. The medium-grade clerical group comes next. Two-thirds of these applicants lost no time and they constitute relatively small proportions of the persons out one, two and three times. Nearly two-thirds of the high-grade manual applicants lost no

TABLE XLIX

NUMBER OF TIMES OUT OF WORK BY REGULAR INDUSTRIES OF APPLICANTS

Number of Persons

	Total	Times Out 0	1	2	3	4	5
Professional service	12	7	1	3	1	....	....
Domestic service	18	8	9	1	....	....	....
U. S. government	8	6	2	....	....	....	....
State or city gov'ts	6	4	1	1	....	....	....
Retail trade	204	130	51	13	7	3	....
Wholesale trade	26	16	7	3	....	....	....
Public utilities	59	34	17	6	2	....	....
Metals	238	124	78	27	9	....	....
Transportation	43	28	10	5	....	....	....
Textiles	93	68	11	13	1	....	....
Chemicals and oils	29	20	8	....	1	....	....
Foods and tobacco	44	27	8	8	....	1	....
Leather and rubber	20	12	7	1	....	....	....
Paper and printing	46	35	10	1	....	....	....
Lumber and furniture	35	27	6	2	....	....	....
Clay, stone and glass	7	3	2	1	1	....	....
Clerical organizations	37	25	9	2	1	....	....
Building and contracting	129	69	34	18	4	3	1
Agriculture	10	7	....	1	2	....	....
Extractive	3	1	....	1	1	....	....
Insurance and banking	14	9	3	2	....	....	....
TOTALS	1081	661	274	109	30	7	1

Percentages

	Total	0	1	2	3	4	5
Professional service	1.1	1.1	.3	2.8	3.3	...	...
Domestic service	1.7	1.2	3.3	.9	...	...	...
U. S. government	.7	.9	.7	...	...	...	...
State or city gov'ts	.6	.6	.3	.9	...	...	...
Retail trade	18.9	19.7	18.6	12.0	23.4	42.8	...
Wholesale trade	2.4	2.4	2.6	2.8	...	...	...
Public utilities	5.5	5.1	6.2	5.5	6.7	...	...
Metals	22.0	18.8	28.5	24.8	30.0	...	...
Transportation	4.0	4.2	3.7	4.6	...	...	...
Textiles	8.6	10.3	4.0	11.9	3.3	...	...
Chemicals and oils	2.7	3.0	2.9	...	3.3	...	...
Foods and tobacco	4.1	4.1	2.9	7.4	...	14.3	...
Leather and rubber	1.8	1.8	2.6	.9	...	...	...
Paper and printing	4.3	5.3	3.7	.9	...	...	...
Lumber and furniture	3.2	4.1	2.2	1.8	...	...	...
Clay, stone and glass	.6	.5	.7	.9	3.3	...	...
Clerical organizations	3.4	3.8	3.3	1.8	3.3	...	...
Building & contracting	11.9	10.4	12.4	16.5	13.4	42.9	100.0
Agriculture	.9	1.1	...	.9	6.7	...	...
Extractive	.3	.2	...	.9	3.3	...	...
Insurance and banking	1.3	1.4	1.1	1.8	...	...	...
TOTALS	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(Not Specified, 51; Grand Total, 1132)

TABLE L

REGULAR OCCUPATION BY NUMBER TIMES OUT

Times Out	Total		Clerical						Manual					
			Low		Medium		High		Low		Medium		High	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
0	683	61.1	90	56.3	66	66.7	42	70.0	116	57.0	185	58.7	184	65.1
1	289	25.8	51	31.9	24	24.2	15	25.0	47	23.2	92	29.2	60	21.3
2	109	9.7	13	8.1	6	6.1	3	5.0	33	16.3	27	8.6	27	9.6
3	30	2.7	5	3.1	2	2.0	....	...	6	3.0	10	3.2	7	2.5
4	7	.6	1	.6	1	1.0	....	...	1	.5	1	.3	3	1.1
5	1	.1	....	...	....	...	....	...	....	...	....	...	1	.4
TOTAL	1119	100.0	160	100.0	99	100.0	60	100.0	203	100.0	315	100.0	282	100.0

(Not Specified, 13; Grand Total, 1132)

TABLE LI

NUMBER OF TIMES OUT OF WORK BY NUMBER OF OTHER OCCUPATIONS

Number of Persons

Number of Other Occupations	Total	Times Out 0	1	2	3	4	5
0	341	238	76	17	8	2	....
1	386	244	89	40	9	3	1
2	254	131	84	30	8	1	....
3	123	63	34	20	5	1	....
4	22	12	5	4	1	....	....
5	2	1	1	....	....	....	....
6	1	....	....	....	1	....	....
7	....	....	....	....	....	....	....
8	3	2	1	....	....	....	....
TOTAL	1132	691	290	111	32	7	1

Percentages

Number of Other Occupations	Total	0	1	2	3	4	5
0	30.1	34.5	26.3	15.3	25.0	28.6	...
1	34.1	35.3	30.7	36.1	28.2	42.8	100.0
2	22.4	19.0	29.0	27.0	25.0	14.3	...
3	10.9	9.1	11.7	18.0	15.6	14.3	...
4	1.9	1.7	1.7	3.6	3.1	...	...
5	.2	.1	.3	...	...	...	...
6	.1	...	...	...	3.1	...	...
7	...	...	...	...	...	...	...
8	.3	.3	.3	...	...	...	...
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE LII

REASONS FOR LEAVING ALL JOBS

Reasons for Leaving	Number Persons	Percentages
Better job	175	7.3
Quit	446	18.7
Personal	182	7.6
Part-time work	62	2.6
Leaving city	76	3.2
Temporary job	36	1.5
Injury	26	1.1
Firm failed	189	7.9
Laid off	1154	48.4
Discharged	40	1.7
TOTAL	2386	100.0

(Not Specified, 67; Grand Total, 2453)

time but the remainder are found scattered through all the times out groups.

The proportion of medium manual and low-grade clerical workers who lost time is greater than that of any of the succeeding three groups. Most of the disparity is due to the large percentages of these workers who were out of work one time. Low-grade manual applicants were low in the percentage of those who lost no time and of those out only one time. The shortage is compensated by the relatively large percentages of those out three and four times.

Number of Other Occupations and the Number of Times Out of Work

The final comparison in this section is that of the number of times out of work with the number of other occupations of the applicants in Table LI. A variety of occupational experience was conducive to loss of time and did not, as might have been supposed, enable workers to secure employment quickly. Applicants with only a regular occupation constituted relatively more of those who lost no time and less of those who were out one or more times. Those who had one or more other occupations tended, almost without exception, to show direct contrasts. They were proportionately more heavily distributed among the persons who lost time than among those who did not.

Reasons for Leaving Last Jobs and for Unemployment Between Jobs

The reasons for leaving jobs, reported by the applicants, were classified as shown in Table LII. The most important cause of separations was lay-offs which were 48.8 per cent of all reasons reported. In 18.7 per cent of all cases applicants quit. No other reason accounts for as much as 10 per cent of terminated jobs. A group of three reasons—"Better job", "Personal" and "Firm

TABLE LIII

REASONS FOR LEAVING BY NUMBER OF JOBS

Number of Persons

Number of Jobs	Totals	Better Job	Laid Off	Discharged	Quit	Personal	Part Time Work	Injury	Temporary	Leaving City	Firm Failed
One job	371	6	195	8	48	34	14	8	....	12	46
Two jobs	733	54	373	9	122	64	12	11	6	23	59
Three jobs	636	61	283	15	132	47	20	4	9	16	49
Four jobs	383	30	187	3	83	22	10	1	13	13	21
Five jobs	196	16	87	4	46	13	4	2	7	7	10
Six jobs	60	8	27	1	13	2	1	....	1	4	3
Seven jobs	7	....	2	....	2	....	1	....	....	1	1
TOTALS	2386	175	1154	40	446	182	62	26	36	76	189

Percentages

One job	15.6	3.4	16.9	20.0	10.8	18.7	22.6	30.8	...	15.8	24.4
Two jobs	30.7	30.9	32.4	22.5	27.4	35.2	19.3	42.3	16.7	30.3	31.2
Three jobs	26.6	34.9	24.5	37.5	29.6	25.8	32.3	15.4	25.0	21.0	25.9
Four jobs	16.1	17.1	16.2	7.5	18.6	12.1	16.1	3.8	36.1	17.1	11.1
Five jobs	8.2	9.1	7.5	10.0	10.3	7.1	66.5	7.7	19.4	9.2	5.3
Six jobs	2.5	4.6	2.3	2.5	2.9	1.1	1.6	...	2.8	5.3	1.6
Seven jobs	.3	...	.2	...	.4	...	1.6	...	...	1.3	.5
TOTALS	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(Not Specified, 67; Grand Total, 2453)

failed"—each constituted between seven and eight per cent of the reasons reported. All other reasons were of minor importance since no one of them was more than 3.2 per cent of the total number of reasons.

The initiative in bringing about separations rested with the applicants who reported the following reasons: better job, quit, personal, part-time work and leaving city. This group accounts for 39.4 per cent of all separations. Employers took action through lay-offs and discharges which, together, were 50.1 per cent of all reasons. The remaining three reasons cannot be allocated directly. Completion of temporary jobs, injuries and failures of firms combined terminated 10.5 per cent of all jobs.

Reasons for leaving are compared with number of jobs in Table LIII. The distribution of the reasons varies considerably among the different job groups. Those who held only one job gave "Better job", "Temporary" and "Quit" relatively less often than any other reasons. The reasons of greatest relative importance were "Injury", "Firm failed", "Part-time work", "Discharged" and "Personal".

The relatively most frequent reasons for leaving by those who held two jobs were "Laid off", "Personal", "Injury" and "Firm failed". "Discharged", "Quit", "Part-time work" and "Temporary" were reported a relatively small number of times. All job groups where more than two jobs are involved tend to show proportions of reasons almost the reverse of those just described. "Better job", "Quit", "Temporary" and "Leaving city" are relatively the most important reasons in these cases. The others are found in much smaller proportions.

Table LIV shows the reasons given for unemployment between jobs distributed by number of times out of work. The predominating reason is "Unable to find work". It accounts for 73.4 per cent of all reasons given.

TABLE LIV

NUMBER OF TIMES OUT OF WORK BY REASONS FOR UNEMPLOYMENT BETWEEN JOBS

Number of Persons

Reasons for Unemployment	Total	Times Out 1	2	3	4	5
Vacation	24	17	5	1	1	....
Unable to find work	366	223	103	32	7	1
Sick	37	19	17	....	1	....
Sickness in family	9	5	2	2	....	....
Changing position	9	4	4	....	1	....
Lay off	7	5	2	....	....	....
Moving, city to city	32	22	7	2	1	....
Marriage	4	4	....	....	....	....
Not seeking employment	11	8	3	....	....	....
TOTAL	499	307	143	37	11	1

Percentages

Reasons for Unemployment	Total	1	2	3	4	5
Vacation	4.8	5.5	3.5	2.7	9.1	...
Unable to find work	73.4	72.7	72.0	86.5	63.6	100.0
Sick	7.4	6.2	11.9	5.4	9.1	...
Sickness in family	1.8	1.6	1.4	...	...	...
Changing position	1.8	1.3	2.8	...	9.1	...
Lay off	1.4	1.6	1.4	5.4	...	...
Moving, city to city	6.4	7.2	4.9	...	9.1	...
Marriage	.8	1.3	...	...	...	...
Not seeking employment	2.2	2.6	2.1	...	...	...
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Almost exactly the same proportion of inability to find work is reported in the unemployment survey of Philadelphia.[1] The next most frequent reason was sickness, which was given just one-tenth as often. Inter-city movements caused lost time in 6.4 per cent of all cases and in 4.8 per cent idleness was due to a voluntary vacation. Only 2.2 per cent of the times out were caused by "Not seeking employment".

The preceding analysis of the unemployment experience of the applicants leads to several general conclusions concerning it. The amount of unemployment was greatest among the young, native-born workers, those with small families and those in low-grade or medium-grade occupations. The duration of current unemploy-

1. Opus cit. P. 23.

ment was longest for older workers, those with small families, women, foreign-born applicants, clerical workers and those who had held few jobs or had little variety of occupational experience. Losses between jobs amounted to from 5 to 30 per cent of possible employment for those reporting. The greatest number of losses were reported by young people, the native-born, those who held several jobs and those of low occupational rating. Approximately 40 per cent of all jobs were terminated by employees, 50 per cent by employers and 10 per cent by causes for which neither group was directly responsible. The predominant reason for loss of time was inability to secure employment.

CHAPTER V

OCCUPATIONAL EXPERIENCE OF THE APPLICANTS

Preceding chapters have shown the relation of numerous factors to the length of time the applicants held their jobs and to the duration of unemployment of the group. In the present chapter the experience of these workers in regard to occupations, industries and the variety of their occupational experience is presented and related to many of the same set of factors—age, size of family, sex and marital status, place of birth and number of jobs—which were used as a basis of comparison in the earlier chapters.

Applicants and Their Occupations

The distribution of applicants in Table LV, according to their regular occupations, shows that more than two-thirds of them were manual workers. Medium-grade manual occupations have 28.2 per cent and high-grade manual 25.2 per cent of all applicants. Low-grade manual occupations constitute 18.1 per cent of the total. This proportion is slightly smaller than it would be among the whole group from whom reports were obtained on account of the elimination, as explained in Chapter I, of workers who did not report for the full three-year period.

TABLE LV

APPLICANTS BY REGULAR OCCUPATION

	Number Persons	Percentages
Clerical:		
Low	160	14.3
Medium	99	8.8
High	60	5.4
Manual:		
Low	203	18.1
Medium	315	28.2
High	282	25.2
TOTAL	1119	100.0

(Not Specified, 13; Grand Total, 1132)

More than half of the clerical workers were in low-grade occupations. Less than a third were in those of medium-grade and less than a fifth were included in the high-grade class.

The classification of all the different occupations reported on various jobs shown in Table LVI reveals a total distribution very similar to that of regular occupations. Some significant variations, however, appear in the proportions of each grade of occupation found for various jobs. The percentages of medium and high-grade clerical occupations are generally larger for last jobs than for those previously held, indicating an upward movement of applicants from low-grade jobs which will be discussed in the chapter on mobility, which follows.

Among the manual workers who held less than five jobs, each successive job after the first had larger percentages of low and high-grade occupations and smaller percentages of those of medium-grade. The decreases in the size of the latter grade were accompanied, however, by larger increases in the proportion of low-grade occupations than of those of high-grade. The number of manual workers who held five and six jobs was so small that it is unwise to attempt a comparison of the distributions of occupations on different jobs.

The percentages of low-grade manual occupations among those who held one job and for the first jobs of those who held two and three are distinctly smaller than the percentage of all applicants in the same grade. It will be remembered that these same jobs were those of longest average duration. This point, in connection with the tendency for the manual group to show increasing proportions of low-grade occupations, suggests the conclusion that many of them have been forced out of relatively permanent occupations through the operation of such factors as long plant shut-downs or firms going out of business. Latter jobs which were held for shorter periods indicate unsteadiness in employment. The worker

TABLE LVI

APPLICANTS BY GRADE OF OCCUPATION FOR ALL JOBS

Number of Persons

Grade of Occupation	Total	One Job	Two Jobs		Three Jobs			Four Jobs				Five Jobs					Six Jobs				
			Last	Next to Last	Last	Next to Last	2nd From Last	Last	Next to Last	2nd From Last	3rd From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	5th From Last
Clerical:																						
Low	297	52	50	56	29	28	22	12	9	12	16	2	....	2	2	2	....	....	....	1	1	1
Medium	258	29	46	34	16	26	27	12	14	10	9	2	7	5	5	7	3	2	....	1	1	2
High	135	22	18	22	14	12	11	4	4	3	1	5	3	3	2	3	1	2	2	1	1	1
Manual:																						
Low	473	66	76	47	52	48	32	24	27	27	19	7	9	10	9	8	3	1	3	2	2	1
Medium	725	117	106	143	50	48	82	20	24	24	34	15	13	13	13	13	2	1	2	2	1	2
High	558	102	82	76	57	56	44	25	19	21	18	9	8	7	9	7	1	4	3	3	4	3
TOTAL	2446	388	378	378	218	218	218	97	97	97	97	40	40	40	40	40	10	10	10	10	10	10

(One man reported seven jobs—one low grade clerical, two medium clerical, one low grade manual and three medium manual)

Percentages

Grade of Occupation	Total	One Job	Two Jobs		Three Jobs			Four Jobs				Five Jobs					Six Jobs				
			Last	Next to Last	Last	Next to Last	2nd From Last	Last	Next to Last	2nd From Last	3rd From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	5th From Last
Clerical:																						
Low	12.2	13.4	13.2	14.8	13.3	12.9	10.1	12.4	9.3	12.4	16.5	5.0	...	5.0	5.0	5.0	...	...	...	10.0	10.0	10.0
Medium	10.6	7.5	12.2	9.0	7.3	11.9	12.4	12.4	14.4	10.3	9.3	5.0	17.5	12.5	12.5	17.5	30.0	20.0	...	10.0	10.0	20.0
High	5.5	5.7	4.8	5.8	6.4	5.5	5.0	4.1	4.1	3.1	1.0	12.5	7.5	7.5	5.0	7.5	10.0	20.0	20.0	10.0	10.0	10.0
Manual:																						
Low	19.3	17.0	20.1	12.5	23.9	22.0	14.7	24.7	27.8	27.8	19.6	17.5	22.5	25.0	22.5	20.0	30.0	10.0	30.0	20.0	20.0	10.0
Medium	29.6	30.2	28.0	37.8	22.9	22.0	37.6	20.6	24.8	24.8	35.0	37.5	32.5	32.5	32.5	32.5	20.0	10.0	20.0	20.0	10.0	20.0
High	22.8	26.2	21.7	20.1	26.2	25.7	20.2	25.8	19.6	21.6	18.6	22.5	20.0	17.5	22.5	17.5	10.0	40.0	30.0	30.0	40.0	30.0
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

suffers a loss in earning capacity and security of employment. Society loses through the irregular and uneconomic utilization of workers on low-grade tasks who are capable of performing more difficult work.

Regular Occupations of Applicants and Age

Table LVII shows that the grade of the applicant's regular occupation tends to vary directly with age. Those 25-29 years of age constitute approximately the same proportion of each occupational grade. Larger percentages of workers less than 25 years of age are found in low and medium-grade occupations than in those of high-grade. Persons 30 years of age and over are found in greatest proportions in the high grade groups.

The exception, which must be noted, is that low-grade manual workers 45 years of age and over exceed any other group in number. It may be argued that this is due to demotion of workers for physical reasons; that the hand is more affected by increasing age than the brain. This, in part, is the proper explanation but it should be noted, in contrast, that the percentage of high-grade manual workers is larger than that of all applicants in these same age groups. It is suggested, therefore, that the downward movement in grade of occupation noted among manual workers, must also be considered as a cause for the relative number of older workers in low-grade manual occupations.

Regular Occupations and Number in Family

The size of the applicant's family is shown by Table LVIII to be the smallest among medium and high-grade clerical workers. Three-fourths of the latter group had families of four or less and more than four out of five of the medium-grade clerical workers had families of six or less. More persons in the corresponding grades of manual workers had families of larger size. They were

TABLE LVII

REGULAR OCCUPATIONS OF APPLICANTS BY AGE

Age	Total		Clerical						Manual					
			Low		Medium		High		Low		Medium		High	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
Under 20	45	4.0	18	11.3	3	3.0	....	...	9	4.4	8	2.5	7	2.5
20-24	402	36.0	77	48.0	40	40.4	14	23.2	65	32.1	118	37.5	88	31.2
25-29	261	23.3	39	24.3	25	25.3	15	25.0	45	22.2	73	23.2	64	22.7
30-34	170	15.2	11	6.9	20	20.2	12	20.1	23	11.3	56	17.8	48	17.0
35-39	111	9.9	7	4.4	8	8.1	11	18.3	24	11.8	25	7.9	36	12.8
40-44	67	6.0	4	2.5	2	2.0	4	6.7	10	4.9	25	7.9	22	7.8
45-49	36	3.2	2	1.3	....	...	3	5.0	14	6.9	7	2.2	10	3.5
50 and over	27	2.4	2	1.3	1	1.0	1	1.7	13	6.4	3	1.0	7	2.5
TOTAL	1119	100.0	160	100.0	99	100.0	60	100.0	203	100.0	315	100.0	282	100.0

(Not Specified, 13; Grand Total, 1132)

TABLE LVIII

REGULAR OCCUPATIONS BY NUMBER IN FAMILY

No. in Family	Total		Clerical						Manual					
			Low		Medium		High		Low		Medium		High	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
One	132	11.8	20	12.5	11	11.1	12	20.0	27	13.3	32	10.2	30	10.6
Two	207	18.5	32	19.9	17	17.2	12	20.0	33	16.3	59	18.8	54	19.2
Three	234	21.0	26	16.3	19	19.2	9	15.0	43	21.1	69	21.9	68	24.2
Four	186	16.6	27	16.9	15	15.2	13	21.6	33	16.3	59	18.8	39	13.8
Five	119	10.6	17	10.6	11	11.1	7	11.7	23	11.3	33	10.5	28	9.9
Six	87	7.8	13	8.1	12	12.1	3	5.0	17	8.4	21	6.7	21	7.4
Seven	67	6.1	9	5.6	9	9.1	4	6.7	9	4.4	19	6.1	17	6.0
Eight	46	4.1	10	6.3	4	4.0	....	...	8	3.9	9	2.9	15	5.3
Nine	26	2.3	4	2.5	....	...	....	...	4	2.0	12	3.8	6	2.1
Ten	5	.4	2	1.3	....	...	....	...	1	.5	1	.3	1	.4
Eleven	9	.8	....	...	1	1.0	....	...	5	2.5	....	...	3	1.1
TOTAL	1118	100.0	160	100.0	99	100.0	60	100.0	203	100.0	314	100.0	282	100.0

(Not Specified, 14; Grand Total, 1132)

TABLE LIX

REGULAR OCCUPATION BY SEX AND MARITAL STATUS

Marital Status	Total		Clerical						Manual					
			Low		Medium		High		Low		Medium		High	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
Married men	538	48.1	23	14.5	34	34.5	27	45.0	97	47.8	179	56.7	178	63.1
Single men	400	35.8	56	35.2	33	33.3	21	35.0	86	42.3	112	35.6	92	32.6
Married women	30	2.7	16	10.1	2	2.0	3	5.0	5	2.5	2	.6	2	.7
Single women	124	11.1	57	35.8	27	27.3	8	13.3	10	4.9	16	5.1	6	2.2
Widowers	9	.8	2	1.3	....	...	....	...	2	1.0	3	1.0	2	.7
Widows	17	1.5	5	3.1	3	3.0	1	1.7	3	1.5	3	1.0	2	.7
TOTAL	1118	100.0	159	100.0	99	100.0	60	100.0	203	100.0	315	100.0	282	100.0

(Not Specified, 14; Grand Total, 1132)

distributed among the various size families in approximately the same proportions as were all applicants.

The percentages of low-grade clerical and manual workers in families of one exceed those of any other group. The proportions of both in the other family groups are not greatly different from those of all applicants.

Regular Occupations of Applicants and Sex and Marital Status

The comparison of grade of occupation with sex and marital status in Table LIX reveals a concentration of women in clerical work and that relatively larger proportions of the males were engaged in manual tasks. Half of the married women and nearly half of the single women had been employed on low-grade clerical jobs. Women constitute half of the low-grade clerical group; one-third of the medium-grade and one-fifth of the high-grade. In contrast, less than one-tenth of each of the manual groups were women.

Approximately the same proportions of single men are found in all grades of occupations except low-grade manual. The proportion found there is one-third larger than in any other group. Married men, who averaged 48.1 per cent of all applicants, constituted 56.7 per cent of medium-grade manual and 63.1 per cent of high-grade manual workers. Slightly more than one-third of medium-grade clerical applicants and only 14.5 per cent of those in low-grade clerical work were married men.

Regular Occupations of Applicants and Place of Birth

Table LX, in which place of birth is related to grade of occupation, shows definite trends in distribution for but two of the natal areas. Larger proportions of clerical than of manual workers were born in Philadelphia.

TABLE LX

REGULAR OCCUPATION BY PLACE OF BIRTH

Place of Birth	Total		Clerical						Manual					
			Low		Medium		High		Low		Medium		High	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
Philadelphia	598	53.4	106	66.2	54	54.6	37	61.6	74	36.4	187	59.4	140	49.8
S. E. Penn., N. J., and Delaware	187	16.7	21	13.1	18	18.2	11	18.3	38	18.7	48	15.2	51	18.2
New England	31	2.8	5	3.1	1	1.0	1	1.7	10	4.9	7	2.2	7	2.5
W. Pa., N. Y., W. Miss., & N. of O.	68	6.1	12	7.5	12	12.1	4	6.7	9	4.4	16	5.0	15	5.0
S. Ohio, E. Miss., inc. Virginia	44	3.9	3	1.9	4	4.0	....	...	19	9.4	9	3.0	9	3.2
W. Mississippi	11	1.0	....	...	1	1.0	2	3.3	2	1.0	2	.6	4	1.4
North Europe	117	10.5	6	3.8	5	5.1	4	6.7	30	14.8	32	10.2	40	14.2
South Europe, inc. Russia	58	5.2	7	4.4	3	3.0	1	1.7	20	9.9	13	4.1	14	5.0
Asia, Africa and Australia	....	...	....	...	....	...	....	...	....	...	....	...	....	...
North and South America	5	.4	....	...	1	1.0	....	...	1	.5	1	.3	2	.7
TOTAL	1119	100.0	160	100.0	99	100.0	60	100.0	203	100.0	315	100.0	282	100.0

(Not Specified, 13; Grand Total, 1132)

This is due primarily to the large percentages of young workers, especially females, who were born in the city. The foreign-born, in contrast, appear in largest numbers in the manual occupations. It is noteworthy, also, that many of them have acquired the status of high-grade workers for, although only 15.9 per cent of all applicants were foreigners, they held 19.9 per cent of the high-grade manual occupations.

Applicants who were born in other parts of the United States show no observable tendencies when individual areas are considered. As a whole, the group had larger proportions of medium-grade clerical and low-grade manual occupations than of any others.

Regular Occupations of Applicants and Number of Jobs Held

The most striking thing about the composition of the occupational grades according to the number of jobs held is that Table LXI shows no great difference either between manual and clerical applicants or between grades of occupation. Those who held more than three jobs constitute 13.2 per cent of all applicants. The medium-grade clerical group is the only one which has a percentage markedly in excess of this amount. Since this difference does not appear to be due to variations in the distributions of any of the factors which have just been discussed, it may be considered as a result of occupational instability.

The analysis of the relation of such factors as age, sex and marital status, size of family, place of birth and number of jobs to the grade of the applicant's occupation, indicates the necessity for qualifying many of the conclusions which were tentatively stated in Chapter IV. The variations in duration of unemployment among grades of occupation were not caused by occupational reasons alone but were the result of the influence of the whole group of factors which have been considered. The

TABLE LXI

REGULAR OCCUPATION BY NUMBER OF JOBS HELD

No. Jobs Held	Total		Clerical						Manual					
			Low		Medium		High		Low		Medium		High	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
One	386	34.3	52	32.5	26	26.3	25	41.6	73	36.0	104	33.0	106	37.6
Two	373	33.2	66	41.3	33	33.3	18	30.0	57	28.0	114	36.2	85	30.1
Three	217	19.3	25	15.6	22	22.2	10	16.7	43	21.2	62	19.7	55	19.5
Four	94	8.4	16	10.0	8	8.1	3	5.0	19	9.4	27	8.6	21	7.4
Five	38	3.8	1	.6	7	7.1	3	5.0	10	4.9	8	2.5	9	3.2
Six	10	.9	....	...	3	3.0	1	1.7	1	.5	....	...	5	1.8
Seven	1	.1	....	...	....	...	....	...	....	...	....	...	1	.4
TOTAL	1119	100.0	160	100.0	99	100.0	60	100.0	203	100.0	315	100.0	282	100.0

(Not Specified, 13; Grand Total, 1132)

conclusions in regard to any single factor must, therefore, be considered as qualitative statements of the effects which it produces when all the other factors are merged.

Regular Occupations of the Applicants and Regular Industries

In consideration of the fact that nine-tenths of all the applicants were unemployed, the comparison of regular occupation with regular industry in Table LXII reveals the approximate displacement of workers of each grade in the different industries. Five industries—"Professional service", "Retail trade", "Wholesale trade", "Clerical organizations" and "Insurance and banking"—have more than their proportional shares of the clerical workers of all grades. More than half of the low-grade and high-grade clerical workers and more than two-thirds of those of medium-grade had been employed in these industries.

The largest proportions of manual workers of all grades had been employed in three industries—"Metals," "Building and contracting" and "Textiles". The three combined have 45.1 per cent of the low-grade, 56.5 per cent of the medium-grade and 66.8 per cent of the high-grade manual applicants.

In consideration of the total number of applicants who reported regular employment in them, "Transportation", "Foods and tobacco", "Leather and rubber", "Paper and printing", "Lumber and furniture" and "Agriculture" had relatively large proportions of low-grade manual applicants.

The Industries in Which The Applicants Had Been Employed

The distribution of applicants by the general industries or phases of business in which they reported regular

TABLE LXII

REGULAR OCCUPATION BY INDUSTRY

	Total		Clerical						Manual					
			Low		Medium		High		Low		Medium		High	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
Professional serv...	12	1.1	3	1.9	2	2.2	2	3.5	3	1.5	1	.3	1	.4
Domestic service ..	18	1.7	....	...	....	...	....	...	2	1.0	16	5.4	....	...
U. S. Government	8	.7	....	...	1	1.1	....	...	....	...	4	1.3	3	1.1
City or state gov't	6	.6	....	...	....	...	1	1.8	2	1.0	2	.7	1	.4
Retail trade	204	18.9	86	54.3	22	23.6	23	40.2	14	7.1	42	14.2	17	6.2
Wholesale trade ..	26	2.4	6	3.8	8	8.6	1	1.8	4	2.0	7	2.4	....	...
Public utilities	59	5.5	3	1.9	5	5.4	1	1.8	7	3.6	23	7.7	20	7.3
Metals	236	21.9	8	5.1	15	16.0	4	7.0	44	22.6	91	30.7	74	27.0
Transportation	43	4.0	9	5.7	2	2.2	1	1.8	13	6.6	9	3.0	9	3.3
Textiles	92	8.6	7	4.4	6	6.5	1	1.8	16	8.2	22	7.4	40	14.6
Chemicals & oils..	29	2.7	5	3.2	3	3.2	3	5.2	6	3.1	6	2.0	6	2.2
Foods and tobacco	44	4.1	5	3.2	5	5.4	3	5.2	13	6.6	16	5.4	2	.7
Leather & rubber..	20	1.9	....	...	2	2.2	1	1.8	10	5.1	5	1.7	2	.7
Paper & printing..	45	4.2	5	3.2	3	3.2	3	5.2	12	6.1	9	3.0	13	4.7
Lumber and furniture	35	3.3	2	1.3	....	...	....	...	10	5.1	12	4.0	11	4.0
Stone, clay & glass	7	.7	....	...	....	...	1	1.8	1	.5	2	.7	3	1.1
Clerical organiz.....	36	3.3	11	6.9	10	10.7	10	17.5	2	1.0	1	.3	2	.7
Bldg. & contract...	128	11.9	2	1.3	3	3.2	1	1.8	28	14.3	25	8.4	69	25.2
Agriculture	10	.9	....	...	....	...	....	...	8	4.1	2	.7	....	...
Extractive	3	.3	....	...	....	...	....	...	....	...	2	.7	1	.4
Banking and insurance	14	1.3	6	3.8	6	6.5	1	1.8	1	.5	....	...	....	...
TOTAL 1075		100.0	158	100.0	93	100.0	57	100.0	196	100.0	297	100.0	274	100.0

(Not Specified, 57; Grand Total, 1132)

employment is shown in Table LXIII. More than half of the group were thus employed in three industries—"Building and contracting", "Metals" and "Retail trade". "Textiles" and "Public utilities" are the only other industries which contained more than five per cent of all applicants. Eleven of the twenty-one industrial groups had less than three per cent each.

TABLE LXIII

APPLICANTS BY INDUSTRIES

Industry	Number Of Persons	Percent In Each Group
Agriculture	10	.9
Banking and Insurance	14	1.3
Building and Contracting	129	11.9
Clerical Organizations	37	3.4
Chemicals and Oils	29	2.7
City and State Governments	6	.6
Domestic Service	18	1.7
Extractive	3	.3
Foods and Tobacco	44	4.1
Leather and Rubber	20	1.8
Lumber and Furniture	35	3.2
Metals	238	22.0
Paper and Printing	46	4.3
Professional Service	12	1.1
Retail Trade	204	18.9
Stone, Clay and Glass	7	.6
Textiles	93	8.6
Transportation	43	4.0
Utilities	59	5.5
U. S. Government	8	.7
Wholesale Trade	26	2.4
TOTALS	1081	100.0

(Not Specified, 51; Grand Total 1132)

The relative importance of the industries is unchanged when all jobs are considered. In Table LXIV, which shows the distribution by industry for all jobs reported, the percentage of all jobs in each industry is approximately equal to the proportion of applicants that named it as their "regular" industry.

The percentages of those in each industry shown for the jobs within each of the several "number of jobs" classes vary considerably. They are significant because they are an indication of the movements from industry

TABLE LXIV

EMPLOYMENT BY INDUSTRIES ON EACH JOB

Number of Persons

Industry	Total	One Job	Two Jobs		Three Jobs			Four Jobs				Five Jobs					Six Jobs				
			Last	Next to Last	Last	Next to Last	2nd From Last	Last	Next to Last	2nd From Last	3rd From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	5th From Last
Professional service	25	6	2	2	4	....	2	3	2	2	....	....	....	....	1	1	....	....	....	....	....	....
Domestic service	34	4	8	6	1	5	2	3	2	1	....	2	....	....	....	....	....	....	....	....	....	....
U. S. Government	28	4	2	8	1	1	4	1	1	....	1	....	....	1	....	2	....	....	1	....	1	....
City or state gov'ts	17	4	3	1	....	1	6	....	1	1	....	....	....	....	....	....	....	....	....	....	....	....
Retail trade	502	81	76	76	45	49	43	24	17	15	14	9	10	10	7	9	5	....	4	2	4	2
Wholesale trade	53	10	4	8	5	5	6	3	1	4	3	....	2	1	....	1	....	....	....	....	....	....
Public utilities	130	16	17	30	9	20	11	2	3	6	6	....	3	2	2	3	....	....	....	....	....	....
Metals	544	61	104	86	55	46	49	23	27	21	24	7	10	4	7	5	1	3	1	3	2	5
Transportation	89	20	5	19	2	1	10	5	2	5	6	1	2	3	2	2	....	1	1	2	....	....
Textiles	178	44	22	23	19	16	26	1	3	5	6	2	....	4	3	3	1	....	....	....	....	....
Chemicals and oils	71	9	10	8	11	7	3	1	3	3	4	1	4	2	3	1	....	1	....	....	....	....
Foods and tobacco	92	11	13	16	11	12	6	6	3	2	....	3	1	2	2	2	1	1	....	....	....	....
Leather and rubber	38	5	6	8	5	3	2	....	1	2	3	1	....	1	....	....	....	....	....	....	....	1
Paper and printing	93	21	17	16	4	5	9	3	5	4	4	1	2	....	....	2	....	....	....	....	....	....
Lumber and furniture	68	20	13	6	5	9	8	1	....	....	4	....	....	1	....	1	....	....	....	....	....	....
Stone, clay and glass	19	2	5	2	1	2	4	....	1	1	1	....	....	....	....	....	....	....	....	....	....	....
Clerical organizations	70	14	14	11	6	6	2	4	3	2	1	4	1	....	....	....	....	1	1	....	....	....
Building & contracting	290	40	47	39	25	21	14	14	17	17	17	7	5	5	11	5	....	2	1	1	1	1
Agriculture	24	3	1	4	2	2	2	1	4	3	....	....	....	....	....	....	1	....	1	....	....	....
Extractive	9	1	....	3	....	....	1	....	....	2	1	....	....	....	....	1	....	....	....	....	....	....
Banking and insurance	50	6	7	5	5	5	7	1	....	1	2	1	....	1	1	1	1	1	....	2	2	1
TOTAL	2424	382	376	377	216	216	217	96	96	97	97	39	40	37	39	39	10	10	10	10	10	10

(Not specified, 29; grand total, 2453; one man had seven jobs,—one in U. S. Government, three in retail trade, one in public utilities, one in foods and tobacco and one not specified.)

TABLE LXIV (Continued)

EMPLOYMENT BY INDUSTRIES ON EACH JOB

Percentages

Industry	Total	One Job	Two Jobs		Three Jobs			Four Jobs				Five Jobs					Six Jobs				
			Last	Next to Last	Last	Next to Last	2nd From Last	Last	Next to Last	2nd From Last	3rd From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	5th From Last
Professional service	1.0	1.6	.5	.5	1.9	...	.9	3.1	2.1	2.1	...	...	...	...	2.6	2.6	...	...	...	...	...	...
Domestic service	1.4	1.0	2.1	1.6	.5	2.3	.9	3.1	2.1	1.0	...	5.1	...	...	...	...	...	...	...	...	...	...
U. S. Gov't.	1.2	1.0	.5	2.1	.5	.5	1.8	1.0	1.0	...	1.0	...	...	2.7	...	5.1	...	...	10.0	...	10.0	...
City or state gov'ts	.7	1.0	.8	.3	...	.5	2.8	...	1.0	1.0	...	...	...	...	...	...	...	...	...	...	...	...
Retail trade	20.7	21.2	20.2	20.2	20.7	22.6	19.8	25.0	17.8	15.5	14.4	23.0	25.0	27.1	17.9	23.0	50.0	...	40.0	20.0	40.0	20.0
Whole. trade	2.2	2.6	1.1	2.1	2.3	2.3	2.8	3.1	1.0	4.1	3.1	...	5.0	2.7	...	2.6	...	...	...	...	...	...
Pub. utilities	5.4	4.2	4.5	8.0	4.2	9.3	5.1	2.1	3.1	6.2	6.2	...	7.5	5.4	5.1	7.7	...	...	...	...	...	...
Metals	22.3	16.0	27.7	22.9	25.4	21.3	22.6	24.2	28.2	21.5	24.9	17.9	25.0	10.8	17.9	12.8	10.0	30.0	10.0	30.0	20.0	50.0
Trans'tion	3.7	5.2	1.3	5.0	.9	.5	4.6	5.2	2.1	5.2	6.2	2.6	5.0	8.1	5.1	5.1	...	10.0	10.0	20.0	...	...
Textiles	7.3	11.5	5.9	6.1	8.8	7.4	12.0	1.0	3.1	5.2	6.2	5.1	...	10.8	7.7	7.7	10.0	...	...	...	...	...
Chem. & oils	2.9	2.4	2.7	2.1	5.1	3.2	1.4	1.0	3.1	3.1	4.1	2.6	10.0	5.4	7.7	2.6	...	10.0	...	...	...	...
Foods & tob.	3.8	2.9	3.5	4.2	5.1	5.6	2.8	6.3	3.1	2.1	...	7.7	2.5	5.4	5.1	5.1	10.0	10.0	...	...	...	...
Leather and rubber	1.6	1.3	1.6	2.1	2.3	1.4	.9	...	1.0	2.1	3.1	2.6	...	2.7	...	...	...	...	...	...	...	10.0
Paper & ptg.	3.8	5.5	4.5	4.2	1.9	2.3	4.1	3.1	5.2	4.1	4.1	2.6	5.0	...	...	5.1	...	...	...	...	...	...
Lumber & furniture	2.8	5.2	3.4	1.6	2.3	4.2	3.7	1.0	...	...	4.1	...	...	2.7	...	2.6	...	...	...	...	...	...
Stone, clay and glass	.8	.5	1.3	.5	.5	.9	1.8	...	1.0	1.0	1.0	...	...	...	...	...	...	...	...	...	...	...
Clerical org.	2.9	3.7	3.7	2.9	2.8	2.8	.9	4.2	3.1	2.1	1.0	10.3	2.5	...	...	...	...	10.0	10.0	...	...	...
Bldg. & cont.	12.0	10.5	12.5	10.4	11.6	9.7	6.5	14.6	17.8	17.5	17.5	17.9	12.5	13.5	28.3	12.8	.	20.0	10.0	10.0	10.0	10.0
Agriculture	1.0	.8	.3	1.1	.9	.9	.9	1.0	4.2	3.1	...	...	...	...	...	...	10.0	...	10.0	...	...	...
Extractive	.4	.3	...	.8	...	...	.5	...	...	2.1	1.0	...	...	...	...	2.6	...	...	...	...	...	...
Banking & insurance	2.0	1.6	1.9	1.3	2.3	2.3	3.2	1.0	...	1.0	2.1	2.6	...	2.7	2.6	2.6	10.0	10.0	...	20.0	20.0	10.0
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE LXV

AGE BY NUMBER OF APPLICANTS IN EACH INDUSTRY

Age	Total	Professional Service	Domestic Service	U. S. Gov't	City or State Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Trans-portation	Textiles	Chemicals and Oils	Food and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Stone, Clay and Glass	Clerical Organizations	Building and Contracting	Agriculture	Extractive	Banking and Insurance
Under 20	45	....	....	....	....	14	1	....	5	....	7	1	3	2	4	....	....	3	5	....	....	....
20-24	391	5	8	3	1	75	13	22	66	17	41	9	19	8	17	14	4	8	46	3	2	10
25-29	251	3	5	4	3	52	5	14	52	12	7	12	9	4	9	7	1	10	36	4	....	2
30-34	160	2	5	....	1	27	4	14	35	4	15	5	9	1	7	9	1	5	15	....	1	....
35-39	109	1	....	....	1	16	1	5	39	6	7	....	2	2	4	1	1	8	13	....	....	2
40-44	63	1	....	1	....	10	....	2	22	2	8	....	1	1	1	1	....	2	9	2	....	....
45-49	37	....	....	....	....	6	....	1	12	1	7	2	....	1	2	....	....	....	4	1	....	....
50 and over	25	....	....	....	....	4	2	1	7	1	1	....	1	1	2	3	....	1	1	....	....	....
TOTAL	1081	12	18	8	6	204	26	59	238	43	93	29	44	20	46	35	7	37	129	10	3	14

(Not Specified, 51; Grand Total, 1132)

Percentages

Age	Total	Professional Service	Domestic Service	U. S. Gov't	City or State Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Trans-portation	Textiles	Chemicals and Oils	Food and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Stone, Clay and Glass	Clerical Organizations	Building and Contracting	Agriculture	Extractive	Banking and Insurance
Under 20	4.2	...	...	...	...	6.7	3.8	...	2.1	...	7.5	3.4	6.8	10.0	8.7	...	...	8.1	3.9	...	...	...
20-24	36.2	41.7	44.4	37.5	16.6	36.9	50.0	37.3	27.8	39.5	44.2	31.0	43.1	40.0	37.0	40.0	57.1	21.6	35.6	30.0	66 7	71.4
25-29	23.2	25.0	27.8	50.0	50.0	25.6	19.3	23.7	21.9	27.9	7.5	41.5	20.5	20.0	19.6	20.0	14.3	27.1	27.9	40.0	...	14.3
30-34	14.8	16.7	27.8	...	...	13.2	15.4	23.7	14.7	9.3	16.1	17.2	20.5	5.0	15.2	25.6	14.3	13.3	11.6	...	33.3	...
35-39	10.1	8.3	...	...	16.7	7.8	3.8	8.5	16.4	14.0	7.5	...	4.5	10.0	8.7	2.9	14.3	21.6	10.1	...	...	14.3
40-44	5.8	8.3	...	12.5	...	4.9	...	3.4	9.2	4.7	8.6	...	2.3	5.0	2.2	2.9	...	5.4	7.0	20.0	...	...
45-49	3.4	...	...	...	...	2.9	...	1.7	5.0	2.3	7.5	6.9	...	5.0	4.3	...	...	...	3.1	10.0	...	...
50 and over	2.3	...	...	...	...	2.0	7.7	1.7	2.9	2.3	1.1	...	2.3	5.0	4.3	8.6	...	2.7	.8	...	...	...
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

to industry which will be described in Chapter VI. The shifts appear to be in the nature of cross currents rather than definite flows into or out of particular industries.

Regular Industries of the Applicants and Age

The age distribution of the applicants in each of the ten larger industries is not greatly different from that of all applicants. It is true that Table LXV does show some exceptions to this statement but in most cases a small percentage for one age group is offset by a large one for the adjacent group and, thus, the proportion of persons above and below 35 years of age is approximately the same in all industries. This age, it will be remembered, was found to be a turning point—younger persons showing greater frequency of unemployment and older ones longer periods of idleness.

Regular Industries of the Applicants and Size of Family

The distribution of various sized families among the industries, shown in Table LXVI, reveals no preponderance of either large or small families in any of the larger industries. The proportion of applicants in small families of three or less is roughly 50 per cent in practically all cases. Some of the smaller industries show considerable variations but the number of persons involved is too small to make them significant.

Regular Industries of the Applicants and Sex and Marital Status

Table LXVII shows that the proportions of men and women in the different industries vary considerably. No women applicants at all had been employed in six of the industries and the percentage of men is greater than that of women in all industries except "Professional service". The employment of women was most common in seven industries — "Professional service", "Retail trade", "Wholesale trade", "Insurance and banking", "Clerical

TABLE LXVI

INDUSTRY BY NUMBER IN FAMILY

Number in Family	Total	Professional Service	Domestic Service	U. S. Gov't	City or State Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Trans-portation	Textiles	Chemicals and Oils	Food and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Stone, Clay and Glass	Clerical Or-ganizations	Building and Contracting	Agriculture	Extractive	Banking and Insurance
One	129	1	....	....	2	26	1	4	33	7	14	2	8	2	3	3	2	7	9	3	1	1
Two	202	1	6	3	1	52	7	13	42	5	18	3	4	2	4	3	1	7	24	2	1	3
Three	221	5	6	1	....	25	5	12	53	8	14	8	9	4	11	14	2	7	32	3	....	2
Four	176	3	1	....	1	36	5	11	40	9	12	5	8	5	12	4	1	6	14	1	....	2
Five	117	1	2	2	1	25	1	6	23	5	6	3	5	2	5	3	1	4	19	....	....	3
Six	85	....	1	1	1	18	2	4	19	3	8	4	3	2	6	2	....	1	10	....	....	....
Seven	66	....	....	1	....	12	1	4	10	2	13	3	1	3	3	4	....	3	3	1	....	2
Eight	44	1	1	....	....	6	3	2	9	3	4	....	3	....	2	....	....	....	8	....	1	1
Nine	26	....	1	....	....	3	....	....	6	1	4	....	2	....	....	....	....	2	7	....	....	....
Ten	10	....	....	....	....	....	....	3	2	....	....	1	....	....	....	2	....	....	2	....	....	....
Eleven	4	....	....	....	....	1	....	....	1	....	....	....	1	....	....	....	....	....	1	....	....	....
TOTAL	1080	12	18	8	6	204	25	59	238	43	93	29	44	20	46	35	7	37	129	10	3	14

(Not Specified, 52; Grand Total, 1132)

Percentages

Number in Family	Total	Professional Service	Domestic Service	U. S. Gov't	City or State Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Trans-portation	Textiles	Chemicals and Oils	Food and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Stone, Clay and Glass	Clerical Or-ganizations	Building and Contracting	Agriculture	Extractive	Banking and Insurance
One	11.9	8.3	...	...	33.3	12.7	4.0	6.8	13.9	16.3	15.1	6.9	18.1	10.0	6.5	8.6	28.6	18.9	7.0	30.0	33.3	7.2
Two	18.7	8.3	33.3	37.5	16.7	25.6	28.0	22.0	17.6	11.6	19.3	10.3	9.1	10.0	8.7	8.6	14.3	18.9	18.6	20.0	33.3	21.4
Three	20.5	41.8	33.3	12.5	...	12.3	20.0	20.3	22.3	18.6	15.1	27.7	20.5	20.0	23.9	40.0	28.6	18.9	24.7	30.0	...	14.3
Four	16.3	25.0	5.6	...	16.7	17.6	20.0	18.6	16.8	20.9	12.8	17.2	18.2	25.0	26.2	11.4	14.3	16.2	10.9	10.0	...	14.3
Five	10.8	8.3	11.0	25.0	16.7	12.3	4.0	10.2	9.7	11.6	6.5	10.3	11.4	10.0	10.8	8.6	14.2	10.8	14.7	...	...	21.4
Six	7.9	...	5.6	12.5	16.6	8.8	8.0	6.8	8.0	7.0	8.6	13.8	6.8	10.0	13.1	5.7	...	2.7	7.8	...	...	...
Seven	6.1	...	...	12.5	...	5.9	4.0	6.8	4.2	4.7	14.0	10.3	2.3	15.0	6.5	11.4	...	8.2	2.3	10.0	...	14.3
Eight	4.1	8.3	5.6	...	...	2.9	12.0	3.4	3.8	7.0	4.3	...	6.8	...	4.3	...	...	...	6.2	...	33.4	7.2
Nine	2.4	...	5.6	...	...	1.5	...	...	2.5	2.3	4.3	...	4.5	...	...	...	...	5.4	5.4	...	...	...
Ten	.9	...	...	...	...	...	...	5.1	.8	...	...	3.5	...	...	...	5.7	...	...	1.6	...	...	...
Eleven	.4	...	...	...	...	.4	...	...	.4	...	...	...	2.3	...	...	...	...	...	.8	...	...	...
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE LXVII

SEX AND MARITAL STATUS BY INDUSTRY

Sex & Marital Status	Total	Professional Service	Domestic Service	U. S. Gov't	City or State Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Trans-portation	Textiles	Chemicals and Oils	Food and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Stone, Clay and Glass	Clerical Organizations	Building and Contracting	Agriculture	Extractive	Banking and Insurance
Married men	515	3	10	6	4	63	10	29	137	22	40	15	23	8	18	25	4	11	77	5	2	3
Single men	386	1	6	2	2	71	8	23	89	19	32	10	13	5	19	10	3	13	49	5	1	5
Married women	30	2	...	....	....	19	1	...	...	....	3	....	1	1	1	....	....	....	....	....	....	2
Single women	123	5	2	....	....	40	4	5	9	2	16	3	7	5	7	....	....	11	3	....	....	4
Widowers	9	....	...	....	....	2	2	2	....	....	1	1	....	....	....	....	....	1	....	....	....	....
Widows	17	1	....	....	....	8	1	....	3	....	1	....	....	1	1	....	....	1	....	....	....	....
TOTAL	1080	12	18	8	6	203	26	59	238	43	93	29	44	20	46	35	7	37	129	10	3	14

(Not Specified, 52; Grand Total, 1132)

Percentages

Sex & Marital Status	Total	Professional Service	Domestic Service	U. S. Gov't	City or State Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Trans-portation	Textiles	Chemicals and Oils	Food and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Stone, Clay and Glass	Clerical Organizations	Building and Contracting	Agriculture	Extractive	Banking and Insurance
Married men	47.7	25.0	55.5	75.0	66.7	31.0	38.6	49.1	57.5	51.2	43.0	51.7	52.3	40.0	39.1	71.4	57.1	29.7	59.7	50.0	66.7	21.4
Married women	35.7	8.3	33.3	25.0	33.3	35.0	30.8	39.0	37.4	44.1	34.4	34.5	29.5	25.0	41.3	28.6	42.9	35.2	38.0	50.0	33.3	35.7
Single men	2.8	16.7	...	...	...	9.4	3.8	...	...	...	3.2	...	2.3	5.0	2.2	...	...	...	2.3	...	...	14.3
Sin. women	11.4	41.7	11.2	...	...	19.7	15.3	8.5	3.8	4.7	17.2	10.3	15.9	25.0	15.2	...	...	29.7	...	...	...	28.6
Widowers	.8	...	...	...	...	1.0	7.7	3.4	...	...	1.1	3.5	...	...	...	...	...	2.7	...	...	...	...
Widows	1.6	8.3	...	...	...	3.9	3.8	...	1.3	...	1.1	...	...	5.0	2.2	...	...	2.7	...	...	...	...
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE LXVIII

PLACE OF BIRTH BY REGULAR INDUSTRY

Place Of Birth	Total	Professional Service	Domestic Service	U. S. Gov't	City or State Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Trans-portation	Textiles	Chemicals and Oils	Food and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Stone, Clay and Glass	Clerical Or-ganizations	Building and Contracting	Agriculture	Extractive	Banking and Insurance
Philadelphia	583	4	11	1	3	118	18	31	127	17	59	17	30	8	28	13	3	27	57	2	....	9
S. E. Pa., N. J., Del.	179	1	2	1	1	28	5	13	35	7	10	8	4	5	8	8	3	6	27	4	1	2
New England	29	....	1	1	....	7	1	1	6	1	5	....	....	1	....	....	....	1	4	....	....	....
W. Pa., N. Y., W. Miss., and North of Ohio	66	4	....	2	1	16	1	4	8	9	2	1	2	....	....	2	1	2	8	1	1	1
S. O., E. Miss., inc. Va.	43	....	1	1	....	8	1	4	6	5	1	1	1	....	....	1	....	1	11	1	....	....
West Mississippi	10	1	....	1	....	2	....	....	2	....	....	....	1	....	....	2	....	....	1	....	....	....
North Europe	112	1	3	1	1	14	....	3	41	3	9	2	5	2	6	4	....	....	12	2	1	2
S. Europe, inc. Russia	55	....	....	....	....	11	....	3	11	1	7	....	1	4	4	5	....	....	8	....	....	....
Asia, Africa & Australia	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
N. and S. America	4	1	....	....	....	....	....	....	2	....	....	....	....	....	....	....	....	....	1	....	....	....
TOTAL	1081	12	18	8	6	204	26	59	238	43	93	29	44	20	46	35	7	37	129	10	3	14

(Not Specified, 51; Grand Total, 1132)

Percentages

Place Of Birth	Total	Professional Service	Domestic Service	U. S. Gov't	City or State Gov'ts	Retail Trade	Wholesale Trade	Public Utilities	Metals	Trans-portation	Textiles	Chemicals and Oils	Food and Tobacco	Leather and Rubber	Paper and Printing	Lumber and Furniture	Stone, Clay and Glass	Clerical Or-ganizations	Building and Contracting	Agriculture	Extractive	Banking and Insurance
Philadelphia	53.9	33.4	61.1	12.5	50.0	57.9	69.3	52.5	53.5	39.6	63.3	58.7	68.1	40.0	60.9	37.1	42.9	73.0	44.3	20.0	...	64.3
S. E. Pa., N. J., Del.	16.5	8.3	11.1	12.5	16.7	13.8	19.3	22.0	14.7	16.3	10.8	27.6	9.1	25.0	17.4	22.9	42.9	16.2	20.9	40.0	33.3	14.3
New Eng.	2.7	...	5.6	12.5	...	3.4	3.8	1.7	2.5	2.3	5.4	...	...	5.0	...	...	...	2.7	2.1	...	...	...
W. Pa., N.Y., W. Miss., & N. of O.	6.1	33.4	...	25.0	16.7	7.9	3.8	6.8	3.4	20.9	2.2	3.4	4.5	...	...	5.7	14.2	5.4	6.2	10.0	33.3	7.1
S. O., E. Miss. inc. Va.	4.0	...	5.6	12.5	...	3.9	3.8	6.8	2.5	11.6	1.1	3.4	2.3	...	...	2.9	...	2.7	8.5	10.0	...	...
W. Miss.	.9	8.3	...	12.5	...	1.0	...	...	.8	...	...	...	2.3	...	...	5.7	...	...	.8	...	...	...
N. Europe	10.4	8.3	16.6	12.5	16.6	6.7	...	5.1	17.2	7.0	9.7	6.9	11.4	10.0	13.0	11.4	...	...	9.3	20.0	33.4	14.3
S. Europe, inc. Russia	5.1	...	...	...	...	5.4	...	5.1	4.6	2.3	7.5	...	2.3	20.0	8.7	14.3	...	...	6.2	...	...	...
Asia, Africa & Australia	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
N. & S. America	.4	8.3	...	...	...	...	...	...	.8	...	...	...	...	...	...	...	...	...	.7	...	...	...
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

organizations", "Leather and rubber" and "Textiles". Inasmuch as they experienced longer out-of-work periods than men, their presence was an influence toward longer duration of unemployment in these industries.

Marital status varied less in distribution than sex. In none of the larger industries were there outstanding differences in the proportions of single and married applicants.

Regular Industries of Applicants and Place of Birth

The distribution of applicants in each of various industries by place of birth is shown in Table LXVIII. The table is useful for descriptive purposes but the distributions appear to be largely random in nature.

The percentages of those born in each of the areas vary widely but where the number of persons in the industry is large enough for percentages to be significant, the proportion of persons born in any area except Philadelphia and the zone surrounding the city seldom is larger than 10 per cent and never exceeds 20 per cent. The two major groups in all industries, therefore, were those born locally or nearby and these persons were shown in Chapter IV to have experienced approximately average duration of unemployment. Foreigners, who were out of work for long periods, are found in unusual numbers in "Metals" and in "Lumber and furniture" but in neither case were they more than one-fourth of those employed. Place of birth, therefore, is of minor importance among the factors which should be considered in explaining the duration of unemployment in different industries.

Regular Industries of the Applicants and the Number of Jobs Held

A comparison of the regular industries of the applicants with the number of jobs which they held is pre-

TABLE LXIX

INDUSTRY BY NUMBER OF JOBS HELD

Number of Jobs

Industry	Total		1		2		3		4		5		6		7	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
Professional service	12	1.1	5	1.4	2	.5	3	1.4	2	2.2	....	...	....	...	....	...
Domestic service	18	1.7	4	1.1	6	1.6	3	1.4	3	3.3	2	5.3	....	...	....	...
U. S. government	8	.7	3	.8	3	.8	2	1.0	....	...	....	...	....	...	....	...
City or state gov'ts	6	.6	3	.8	1	.3	2	1.0	....	...	....	...	....	...	....	...
Retail trade	204	18.9	76	20.4	64	17.5	35	16.8	18	20.1	9	23.7	2	20.0	....	...
Wholesale trade	26	2.4	10	2.7	7	1.9	5	2.4	3	3.3	1	2.6	....	...	....	...
Public utilities	59	5.5	15	4.1	24	6.6	12	5.8	5	5.6	2	5.3	....	...	1	100.0
Metals	238	22.0	62	16.7	97	26.6	52	25.0	19	21.2	6	15.8	2	20.0	....	...
Transportation	43	4.0	20	5.4	14	3.8	5	2.4	2	2.2	1	2.6	1	10.0	....	...
Textiles	93	8.6	42	11.4	25	6.9	21	10.0	3	3.3	1	2.6	1	10.0	....	...
Chemicals and oils	29	2.7	8	2.2	9	2.5	8	3.8	....	...	4	10.5	....	...	....	...
Foods and tobacco	44	4.0	11	2.9	16	4.4	11	5.3	4	4.4	2	5.3	....	...	....	...
Leather and rubber	20	1.9	5	1.4	8	2.2	5	2.4	1	1.1	1	2.6	....	...	....	...
Paper and printing	46	4.3	21	5.7	18	4.9	4	1.9	3	3.3	....	...	....	...	....	...
Lumber and furniture	35	3.2	20	5.4	6	1.6	7	3.4	2	2.2	....	...	....	...	....	...
Stone, clay and glass	7	.6	2	.5	2	.5	2	1.0	1	1.1	....	...	....	...	....	...
Clerical organizations	37	3.4	14	3.8	10	2.7	8	3.8	3	3.3	2	5.3	....	...	....	...
Building & contracting	129	11.9	40	10.8	48	13.2	18	8.7	17	19.0	6	15.8	2	20.0	....	...
Agriculture	10	.9	3	.8	2	.5	2	1.0	2	2.2	....	...	1	10.0	....	...
Extractive	3	.3	1	.3	....	...	1	.5	1	1.1	....	...	....	...	....	...
Banking and insurance	14	1.3	5	1.4	4	1.0	2	1.0	1	1.1	1	2.6	1	10.0	....	...
TOTAL	1081	100.0	370	100.0	364	100.0	208	100.0	90	100.0	38	100.0	10	100.0	1	100.0

(Not Specified, 51; Grand Total, 1132)

sented in Table LXIX. Six industries have more than their proportional share of the persons who held three or more jobs. They are "Professional service", "Domestic service", "Retail trade", "Foods and tobacco", "Leather and rubber" and "Building and contracting". The applicants who held one or two jobs are distributed among all the industries in approximately the same proportions as are all applicants. The duration of unemployment in the industries was not, therefore, unduly lengthened as a result of the distributions here shown.

TABLE LXX

NUMBER OF OCCUPATIONS APPLICANT IS ABLE TO FILL

No. of Other Occupations	Number Persons	Percentage	No. Pers. Accumulated	Cumulated Percentage
0	341	30.1	341	30.1
1	386	34.1	727	64.2
2	254	22.4	981	86.7
3	123	10.9	1104	97.5
4	22	1.9	1126	99.5
5	2	.2	1128	99.6
6	1	.1	1129	99.7
7	....	...	1129	99.7
8	3	.3	1132	100.0
TOTAL	1132	100.0		

The Variety of the Applicants' Occupational Experience

In addition to their regular occupations, the applicants reported the number of other occupations in which they had had experience. The results are shown in Table LXX. Nearly one-third of the entire group had only their regular occupation. An additional third had filled two occupations. Most of the remaining applicants reported two or three "other" occupations. Only 2.5 per cent had more than three.

The fact that more than two-thirds of the applicants had some variety of occupational experience tended, as shown in Chapter IV, to reduce the duration of unemployment and increase its frequency. The relation of this tendency to industry and occupation may now be demonstrated.

TABLE LXXI

NUMBER OF OTHER OCCUPATIONS BY INDUSTRY

Industry	Total		Number of Other Occupations																	
			0		1		2		3		4		5		6		8			
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
Professional service	12	1.1	4	1.2	4	1.1	4	1.6	....	...	....	...	....	...	....	...	....	...	....	...
Dom. service	18	1.7	7	2.1	7	1.9	2	.8	2	1.7	....	...	....	...	....	...	....	...	....	...
U. S. Gov't	8	.7	1	.3	3	.8	2	.8	2	1.7	....	...	....	...	....	...	....	...	....	...
City or State gov't.	6	.6	....	...	2	.5	3	1.2	....	...	1	5.2	....	...	....	...	....	...	....	...
Retail trade	204	18.8	66	20.1	67	18.3	44	18.0	23	19.8	3	15.8	....	...	....	...	1	33.3	....	...
Whole. trade	26	2.4	9	2.7	10	2.7	5	2.0	1	.9	....	...	1	50.0	....	...	....	...	....	...
Pub. utilities	59	5.5	17	5.2	21	5.7	16	6.6	4	3.4	1	5.3	....	...	....	...	....	...	....	...
Metals	238	22.0	71	21.7	82	22.5	47	19.3	30	26.0	4	21.0	1	50.0	1	100.0	2	66.7	....	...
Transport'n	43	4.0	8	2.4	20	5.7	10	4.1	4	3.4	1	5.3	....	...	....	...	....	...	....	...
Textiles	93	8.6	31	9.3	37	10.1	17	7.0	8	6.9	....	...	....	...	....	...	....	...	....	...
Chem. & oils	29	2.7	9	2.7	8	2.2	5	2.0	7	6.0	....	...	....	...	....	...	....	...	....	...
Foods & tob.	44	4.1	13	3.9	12	3.3	11	4.5	6	5.2	2	10.5	....	...	....	...	....	...	....	...
Leather & rubber	20	1.9	4	1.2	10	2.7	5	2.0	1	.9	....	...	....	...	....	...	....	...	....	...
Paper & ptg.	46	4.3	24	7.3	12	3.3	8	3.3	2	1.7	....	...	....	...	....	...	....	...	....	...
Lumber & furniture	35	3.2	6	1.8	15	4.1	11	4.5	2	1.7	1	5.3	....	...	....	...	....	...	....	...
Stone, clay & glass	7	.6	3	.9	3	.8	1	.5	....	...	....	...	....	...	....	...	....	...	....	...
Clerical org.	37	3.4	10	3.0	10	2.7	11	4.5	3	2.6	3	15.8	....	...	....	...	....	...	....	...
Building & contract'g..	129	11.9	39	11.8	32	8.7	36	14.8	19	16.4	3	15.8	....	...	....	...	....	...	....	...
Agriculture	10	.9	6	1.8	2	.5	2	.8	....	...	....	...	....	...	....	...	....	...	....	...
Extractive	3	.3	....	...	2	.5	1	.5	....	...	....	...	....	...	....	...	....	...	....	...
Banking & insurance	14	1.3	2	.6	7	1.9	3	1.2	2	1.7	....	...	....	...	....	...	....	...	....	...
TOTAL	1081	100.0	330	100.0	366	100.0	244	100.0	116	100.0	19	100.0	2	100.0	1	100.0	3	100.0		

(Not Specified, 51; Grand Total, 1132)

TABLE LXXII

REGULAR OCCUPATION OF APPLICANT BY NUMBER OF OTHER OCCUPATIONS

No. of Other Occupations	Total		Clerical						Manual					
			Low		Medium		High		Low		Medium		High	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
0	334	29.8	51	31.9	19	19.2	15	25.0	67	33.0	94	29.8	88	31.2
1	382	34.1	60	37.5	36	36.4	20	33.3	68	33.5	110	34.9	88	31.2
2	253	22.6	29	18.1	27	27.3	15	25.0	43	21.2	74	23.5	65	23.0
3	122	10.9	14	8.8	14	14.1	6	10.0	22	10.8	33	10.5	33	11.7
4	22	2.0	5	3.1	1	1.0	4	6.7	3	1.5	3	1.0	6	2.2
5	2	.2	1	.6	1	1.0	....	...	....	...	....	...	....	...
6	1	.1	....	...	....	...	....	...	....	...	1	.3	....	...
8	3	.3	....	...	1	1.0	....	...	....	...	....	...	2	.7
TOTAL	1119	100.0	160	100.0	99	100.0	60	100.0	203	100.0	315	100.0	282	100.0

(Not Specified, 13; Grand Total, 1132)

TABLE LXXIII

AGE OF APPLICANT BY NUMBER OF OTHER OCCUPATIONS

Age	Total		Number of Other Occupations							
			0		1		2		3	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
Under 20	45	4.0	14	4.1	17	4.4	6	2.4	8	6.5
20-24	407	35.9	117	34.3	140	36.2	96	37.7	47	38.3
25-29	263	23.2	75	22.0	85	22.0	65	25.6	27	22.0
30-34	171	15.1	52	15.2	50	13.0	43	16.9	19	15.4
35-39	113	10.0	38	11.1	43	11.1	16	6.3	14	11.4
40-44	68	6.0	22	6.5	27	7.0	16	6.3	3	2.4
45-49	37	3.3	16	4.7	15	3.9	3	1.2	3	2.4
50 and over	28	2.5	7	2.1	9	2.4	9	3.6	2	1.6
TOTAL	1132	100.0	341	100.0	386	100.0	254	100.0	123	100.0

Age	4		5		6		7		8	
Under 20	....	...	....	...	....	...	....	...	....	...
20-24	6	27.3	....	...	....	...	....	...	1	33.3
25-29	8	36.4	1	50.0	1	100.0	....	...	1	33.3
30-34	5	22.7	1	50.0	....	...	....	...	1	33.4
35-39	2	9.1	....	...	....	...	....	...	....	...
40-44	....	...	....	...	....	...	....	...	....	...
45-49	....	...	....	...	....	...	....	...	....	...
50 and over	1	4.5	....	...	....	...	....	...	....	...
TOTAL	22	100.0	2	100.0	1	100.0	....	...	3	100.0

Number of Other Occupations and the Regular Industries and Occupations of the Applicants

The distribution of the number of other occupations reported by the applicants in each industry is presented in Table LXXI. In most of the industries the percentages of the persons in each of the "Number of other occupations" groups are about equal to the proportion of all applicants in the industry. "Paper and printing" alone has a relatively large percentage of persons who had no variety of occupational experience. Five industries—"Metals", "Foods and tobacco", "Lumber and furniture", "Building and contracting" and "Clerical organizations" had more than their share of applicants with varied experience.

The variety of experience found among the different grades of occupation is shown in Table LXXII. Medium-grade and high-grade clerical applicants were the only groups which had exceptionally small percentages of persons who had only a regular occupation and correspondingly higher percentages of those who reported from one to four other occupations.

Number of Other Occupations and the Age of Applicants

Table LXXIII shows that workers under 35 years of age had acquired the greatest variety of experience. Only three older applicants reported as many as four other occupations while 25 younger workers claimed experience in four or more. In each of the age groups under 35 years of age the percentage of those with no variety of experience is generally smaller than the percentages of those who had one, two and three other occupations. The older age groups exhibit a tendency in the opposite direction.

These observations are similar to those made in earlier chapters. The younger workers changed jobs more

TABLE LXXIV

NUMBER OF OTHER OCCUPATIONS BY NUMBER IN FAMILY

Number in Family	Total		Number of Other Occupations: 0		1		2		3	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
1	133	11.7	44	12.9	49	12.7	26	10.2	10	8.1
2	209	18.4	70	20.6	67	17.4	43	16.9	23	18.7
3	239	21.2	78	23.0	82	21.2	48	18.9	23	18.7
4	188	16.6	50	14.8	60	15.5	48	18.9	27	22.0
5	119	10.5	26	7.6	46	11.9	33	13.0	12	9.8
6	88	7.8	25	7.3	26	6.7	20	7.9	13	10.6
7	67	5.9	21	6.2	27	7.0	13	5.1	5	4.1
8	46	4.1	10	2.9	15	3.9	17	6.7	4	3.2
9	28	2.5	13	3.8	8	2.1	4	1.6	3	2.4
10	10	.9	2	.6	5	1.3	1	.4	2	1.6
11	4	.4	1	.3	1	.3	1	.4	1	.8
TOTAL	1131	100.0	340	100.0	386	100.0	254	100.0	123	100.0

Number in Family	4		5		6		7		8	
1	3	13.7	....	...	....	...	....	...	1	33.3
2	6	27.3	....	...	....	...	....	...	....	...
3	6	27.3	2	100.0	....	...	....	...	....	...
4	2	9.1	....	...	1	100.0	....	...	....	...
5	1	4.5	....	...	....	...	....	...	1	33.3
6	3	13.6	....	...	....	...	....	...	1	33.4
7	1	4.5	....	...	....	...	....	...	....	...
8	....	...	....	...	....	...	....	...	....	...
9	....	...	....	...	....	...	....	...	....	...
10	....	...	....	...	....	...	....	...	....	...
11	....	...	....	...	....	...	....	...	....	...
TOTAL	22	100.0	2	100.0	1	100.0	....	...	3	100.0

(Not Specified, 1; Grand Total, 1132)

often; were more frequently out of work and remained idle for shorter periods than the older applicants. The latter group entered industry before the recent rapid extension of mechanization. Jobs were generally more complicated and longer training was required. Prof. Alfred Marshall[1] has observed: "That general ability, which is easily transferable from one trade to another, is every year rising in importance relatively to that manual skill and technical knowledge which are specialized to one branch of industry." The indication is that the older applicants acquired less variety of experience and, consequently, show greater steadiness of employment than younger persons.

The Number of Other Occupations and the Size of the Applicants' Families

The comparison of the number of other occupations with the size of the applicant's family in Table LXXIV reveals no significant relationship between them. The amount of occupational experience varies more or less in random fashion for each size family. Applicants in families of three, for example, constitute 21.2 per cent of all applicants, 23 per cent of those with no other occupation, 21.2 per cent of those with one, 18.9 per cent of those with two, 18.7 per cent of those with three, 27.3 per cent of those with four and 100 per cent of those with five other occupations.

An examination of the relation of age to size of family and to number of other occupations indicates that the reason for the apparently random variation lies in the composition of the family groups in respect to age. The families which have a large proportion of workers under 35 years of age are the ones which show the greatest variety of occupations.

1. Alfred Marshall, Principles of Economics, BK VI, Chap. V, Sec. 3, Macmillan and Co., Ltd., London, 1922.

TABLE LXXV

NUMBER OF OTHER OCCUPATIONS BY SEX AND MARITAL STATUS

Sex and Marital Status	Total		Number of Other Occupations							
			0		1		2		3	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
Married men	545	48.1	157	46.1	189	48.9	120	47.4	63	51.3
Single men	405	35.8	120	35.1	134	34.7	97	38.3	47	38.2
Married women	30	2.7	8	2.3	13	3.4	6	2.4	3	2.4
Single women	125	11.1	46	13.5	40	10.4	26	10.3	8	6.5
Widowers	9	.8	3	.9	3	.8	2	.8	1	.8
Widows	17	1.5	7	2.1	7	1.8	2	.8	1	.8
TOTAL	1131	100.0	341	100.0	386	100.0	253	100.0	123	100.0

Sex and Marital Status	4		5		6		7		8	
Married men	13	59.1	1	50.0	1	100.0	....	...	1	33.3
Single men	5	22.7	....	...	....	...	....	...	2	66.7
Married women	....	...	....	...	....	...	....	...	....	...
Single women	4	18.2	1	50.0	....	...	....	...	....	...
Widowers	....	...	....	...	....	...	....	...	....	...
Widows	....	...	....	...	....	...	....	...	....	...
TOTAL	22	100.0	2	100.0	1	100.0	....	...	3	100.0

(Not Specified, 1; Grand Total, 1132)

TABLE LXXVI

BIRTHPLACE BY NUMBER OF OTHER OCCUPATIONS

Place of Birth	Total		Number of Other Occupations							
			0		1		2		3	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
0 Philadelphia	608	53.7	173	50.6	215	55.7	138	54.3	65	52.8
1 S. E. Penna., N. J., and Dela.	190	16.8	58	17.0	56	14.5	50	19.7	21	17.1
2 New England	31	2.7	7	2.1	13	3.4	7	2.7	2	1.6
3 W. Penna., N. Y., W. to Miss., & N. of the Ohio	68	6.0	16	4.7	19	4.9	18	7.1	14	11.4
4 S. of Ohio & E. of Miss., inc. Va.	44	3.9	18	5.3	11	2.8	6	2.4	8	6.5
5 West of the Mississippi	11	1.0	2	.6	6	1.6	2	.8	....	...
6 North of Europe	117	10.3	44	12.9	46	11.9	18	7.1	8	6.5
7 S. Europe including Russia	58	5.1	22	6.5	19	4.9	12	4.7	5	4.1
8 Asia, Africa and Australia	....	...	....	...	....	...	....	...	....	...
9 North and South America	5	.5	1	.3	1	.3	3	1.2	....	...
TOTAL	1132	100.0	341	100.0	386	100.0	254	100.0	123	100.0

Place of Birth	4		5		6		7		8	
0 Philadelphia	14	63.7	1	50.0	....	...	....	...	2	66.7
1 S. E. Penna., N. J., and Dela.	3	13.7	....	...	1	100.0	....	...	1	33.3
2 New England	2	9.1	....	...	....	...	....	...	....	...
3 W. Penna., N. Y., W. to Miss., & N. of the Ohio	1	4.5	....	...	....	...	....	...	....	...
4 S. of Ohio & E. of Miss., inc. Va.	....	...	1	50.0	....	...	....	...	....	...
5 West of the Mississippi	1	4.5	....	...	....	...	....	...	....	...
6 North of Europe	1	4.5	....	...	....	...	....	...	....	...
7 S. Europe including Russia	....	...	....	...	....	...	....	...	....	...
8 Asia, Africa and Australia	....	...	....	...	....	...	....	...	....	...
9 North and South America	....	...	....	...	....	...	....	...	....	...
TOTAL	22	100.0	2	100.0	1	100.0	....	...	3	100.0

TABLE LXXVII

NUMBER OF OTHER OCCUPATIONS BY NUMBER OF JOBS HELD

No. Other Occupations	Total		Number of Jobs													
			1		2		3		4		5		6		7	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
0	341	30.2	160	41.2	109	28.8	43	19.8	23	23.7	6	15.0	....	...	....	...
1	386	34.1	136	35.1	134	35.5	79	36.2	28	28.9	7	17.5	2	20.0	....	...
2	254	22.3	60	15.5	92	24.3	62	28.4	23	23.7	12	30.0	5	50.0	....	...
3	123	10.9	28	7.2	31	8.2	26	11.9	21	21.7	13	32.5	3	30.0	1	100.0
4	22	1.9	2	.5	9	2.4	8	3.7	1	1.0	2	5.0	....	...	....	...
5	2	.2	....	...	2	.5	....	...	....	...	....	...	....	...	....	...
6	1	.1	....	...	....	...	....	...	1	1.0	....	...	....	...	....	...
7	....	...	....	...	....	...	....	...	....	...	....	...	....	...	....	...
8	3	.3	2	.5	1	.3	....	...	....	...	....	...	....	...	....	...
TOTALS	1132	100.0	388	100.0	378	100.0	218	100.0	97	100.0	40	100.0	10	100.0	1	100.0

The Number of Other Occupations and the Sex and Marital Status of Applicants

Sex and marital status may be added to the other factors which have been shown to exert little or no influence upon the amount of occupational experience of the applicants. Table LXXV shows the relation of the number of other occupations with sex and marital status. No one of the sex and marital status groups constitutes a significantly larger or smaller proportion of either those with no other occupation or of those who reported one or more than it does of all applicants.

The Number of Other Occupations and Place of Birth of the Applicants

In Table LXXVI the number of other occupations is compared with place of birth. A slight tendency is shown for native-born applicants to exceed the foreign-born in variety of experience. Half of those who reported no other occupation were born in Philadelphia but more than half of those who had one or more other occupations were born there. Of those who had only a regular occupation 19.7 per cent were foreign-born but the largest percentage of those workers in any of the groups with a variety of experience was 17.1 per cent and that is found in the group containing those with only one other occupation.

The Number of Other Occupations and the Number of Jobs Held

It was shown in Chapter IV that the number of times an applicant was out of work between jobs increased with the number of other occupations and with the number of jobs held. There should, therefore, be a close relationship between the two items. Table LXXVII, in which the two are compared, shows that variety of experience does vary directly with the number of jobs held.

The discussion of occupational experience has revealed that a large number of applicants were regularly employed at medium-grade and high-grade manual occupations but that the majority of clerical workers were in low-grade jobs. A comparison of last jobs with those previously held indicated that many manual workers were tending to become less steady in employment.

The distributions of the applicants by age, sex and marital status, size of family and place of birth in the various grades of occupations, in addition to their descriptive value, serve to show the importance of considering all these factors before coming to a conclusion regarding the influence of any one of them.

The industries in which the largest numbers of applicants were regularly employed were: "Building and contracting", "Metals", "Retail trade", "Textiles" and "Public utilities". The remaining industries each employed less than three per cent of the group. The distribution of the various personal characteristics in each of the industries revealed that age and sex alone are significantly related.

The latter portion of the chapter discusses the distribution of varied occupational experience among the applicants. Only one-third of them were found to have no other occupation than the one in which they were regularly employed. The greatest variety of occupations was experienced by workers under 35 years of age and by those who held the largest number of jobs.

CHAPTER VI

GEOGRAPHICAL AND OCCUPATIONAL MOBILITY OF THE APPLICANTS

Geographical and occupational mobility are significant phases of the experience of the applicants because the analysis of these movements indicates the extent of their importance. The first section of the chapter presents the material dealing with the geographical location of jobs and the movements of the applicants from place to place. The second treats of the movements from occupation to occupation and from industry to industry.

Geographical Mobility

The 1132 applicants reported the locations of 2425 jobs which they had held. These, arranged in the order in which they were held, are classified by location in Table LXXVIII. The fact which immediately attracts attention is that 80.3 per cent of all jobs were held in Philadelphia. Southeastern Pennsylvania had 7.0 per cent and 6.6 per cent were held in the nearby areas of New Jersey, Delaware, Maryland and New York City. Thus, in 93.9 per cent of the jobs workers were located within a zone of approximately 100 miles radius.

The table also shows that a large percentage of last jobs were held in Philadelphia. A correspondingly larger percentage of previous jobs were held outside the city, usually in the adjacent areas. None of the more distant areas had a substantial number of jobs at any time.

If every change of job had involved a change in location, the total number of shifts which could have been made by an applicant equal the number of changes of jobs plus a possible move to Philadelphia to seek a job. Table LXXIX shows the relation of actual to possible shifts. Only 19.0 per cent of 2395 possible shifts were made. The proportion of shifts which involved definite changes of residence is still smaller. The 182 applicants

TABLE LXXVIII

NUMBER OF PERSONS ON EACH JOB BY LOCATION OF JOB

Number of Persons

Job Location	Total	One Job	Two Jobs		Three Jobs			Four Jobs				Five Jobs					Six Jobs					
			Last	Next to Last	Last	Next to Last	2nd From Last	Last	Next to Last	2nd From Last	3rd From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	5th From Last
Philadelphia, Camden	1946	303	321	291	189	165	169	83	71	70	74	35	32	35	32	29	9	8	7	7	8	8
S. E. Pa., inc. Scranton and Harrisburg	169	42	24	29	6	15	17	2	7	8	6	....	3	2	2	3	....	1	....	2	....	....
S. Jersey, Del., & Md.	110	17	15	13	6	13	10	5	10	9	3	....	2	1	1	1	1	....	2	....	....	1
N. J. & N. Y. City	51	5	4	4	7	7	4	3	4	4	1	2	1	....	1	1	....	1	1	1	....	....
N. Eng., inc. Hudson R., Cities in New York	30	2	2	6	3	2	3	1	1	2	3	1	1	1	1	1	....	....	....	....	....	....
W. Pa., N. Y., E. Ohio	40	4	6	9	3	3	4	1	2	3	2	....	....	....	1	2	....	....	....	....	....	....
W. Ohio, Ind., Mich., Illinois, Wisconsin	11	2	1	3	....	3	1	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....
S. of Ohio, E. of Miss., inc. Virginia	32	4	1	6	4	7	5	....	....	1	4	....	....	....	....	....	....	....	....	....	....	....
W. of Miss., to Coast States	10	....	....	1	....	....	....	1	1	....	....	1	1	1	1	1	....	....	....	....	1	1
Coast States & Foreign	26	6	3	11	....	1	1	1	....	....	2	....	....	....	1	....	....	....	....	....	....	....
TOTAL	2425	385	377	373	218	216	214	97	97	97	95	39	40	40	40	38	10	10	10	10	9	10

(Not specified, 21; one man had seven jobs, all in Philadelphia except next to last which was in North Jersey; Grand Total,2453.)

TABLE LXXVIII (Continued)

NUMBER OF PERSONS ON EACH JOB BY LOCATION OF JOB

Percentages

Job Location	Total	One Job	Two Jobs		Three Jobs			Four Jobs				Five Jobs					Six Jobs					
			Last	Next to Last	Last	Next to Last	2nd From Last	Last	Next to Last	2nd From Last	3rd From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	Last	Next to Last	2nd From Last	3rd From Last	4th From Last	5th From Last
Phil., Cam. S. E. Pa., inc. Scranton & Harrisburg	80.3	78.8	85.1	78.0	86.6	76.5	79.1	85.6	73.3	72.1	78.0	89.7	80.0	87.5	80.0	76.5	90.0	80.0	70.0	70.0	88.9	80.0
S. Jer., Del., & Md.	7.0	10.9	6.3	7.8	2.8	6.9	7.9	2.1	7.2	8.3	6.4	...	7.5	5.0	5.0	7.9	...	10.0	...	20.0	...	...
N. J. & N. Y. City	4.5	4.4	4.0	3.5	2.8	6.0	4.7	5.2	10.3	9.3	3.1	...	5.0	2.5	2.5	2.6	10.0	...	20.0	...	...	10.0
N. Eng., inc. Hudson R., Cities in New York	2.1	1.3	1.1	1.1	3.2	3.2	1.8	3.1	4.1	4.1	1.0	5.1	2.5	...	2.5	2.6	...	10.0	10.0	10.0	...	...
W. Pa., N. Y., E. Ohio	1.2	.5	.5	1.6	1.4	.9	1.4	1.0	1.0	2.1	3.1	2.6	2.5	2.5	2.5	2.6	...	...	...	...	...	...
W. O., Ind., Mich., Ill., Wisconsin	1.6	1.0	1.6	2.4	1.4	1.4	1.8	1.0	2.1	3.1	2.1	...	...	...	2.5	5.2	...	...	...	...	...	...
S. of O., E. of Miss., inc. Va.	.5	.5	.3	.8	...	1.4	.5	...	1.0	...	...	...	...	...	...	...	...	...	...	...	...	...
W. of Miss., to Coast States	1.3	1.0	.3	1.6	1.8	3.2	2.3	...	...	1.0	4.2	...	...	...	...	...	...	...	...	...	...	...
Coast States & Foreign	.4	...	...	.3	...	...	...	1.0	1.0	...	...	2.6	2.5	2.5	2.5	2.6	...	...	...	...	11.1	10.0
TOTAL	1.1	1.6	.8	2.9	...	.5	.5	1.0	...	...	2.1	...	...	...	2.5	...	...	...	...	...	...	...
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE LXXIX

NUMBER OF SHIFTS IN LOCATION BY NUMBER OF POSSIBLE SHIFTS

Number Shifts Made By Those Reporting

Number of Jobs	No. Possible Shifts	One Shift	Two Shifts	Three Shifts	Four Shifts	Five Shifts
One	385	82	....	....	....	....
Two	742	72	66	....	....	....
Three	633	33	72	9	....	....
Four	384	11	38	18	16	....
Five	190	6	8	9	4	....
Six	54	1	4	....	....	5
Seven	7	....	2	....	....	....
TOTAL	2395	205	190	36	20	5

Percentages

No. of Jobs	No. Possible Shifts	One Shift	Two Shifts	Three Shifts	Four Shifts	Five Shifts	Balance No Shifts
One	100.0	21.3	...	...	...	...	78.7
Two	100.0	9.7	8.9	...	...	...	81.4
Three	100.0	5.2	11.4	1.4	...	...	82.0
Four	100.0	2.9	9.9	4.7	4.2	...	78.3
Five	100.0	3.2	4.2	4.7	2.1	...	85.8
Six	100.0	1.9	7.4	...	...	9.3	81.4
Seven	100.0	...	28.6	...	...	...	71.4
TOTAL	100.0	8.6	7.9	1.5	.8	.2	81.0

who came to the city to seek jobs had not become relatively permanent additions to the local supply of labor. They account for a mobility of 7.6 per cent, leaving 11.4 per cent properly chargeable to changes of place of abode.

The number of applicants affected by shifts is shown in Table LXXX. Due to the fact that changes in location were not made in proportion to the frequency of opportunities, the percentage of people who shifted exceeds the percentage of mobility presented above. In all, 28.7 per cent of the applicants had made changes. More than a

third of this group had come to seek work and had not necessarily made a permanent change in location.

The proportion of persons who shifted varies with the number of jobs held. Less than one-fourth of the persons who had only one job had been employed outside of Philadelphia and were in the city seeking jobs. The percentage decreases to 50.0 among those who had six jobs.

A tabulation was made showing every combination of job locations reported. A total of 318 workers had held jobs which were located in different areas. Of these, 182 had worked in Philadelphia on one or more jobs. No combination of locations reported by more than one worker fails to include Philadelphia except those in the one shift group and these involve those who came to Philadelphia to seek work. The tabulation emphasized again the importance of contiguous areas as recruiting places for addition to the city's labor supply. Since almost as many combinations were found as there were workers envolved, the lengthy table has been omitted here.

Thus, in spite of all the conveniences of modern transportation, very few of this group of workers had wandered over considerable distances as they changed from job to job. Since practically all of the shifts occurred in a little more than three years, an even distribution throughout the period indicates an annual rate of not more than six per cent. The great majority of these were from the three adjacent areas to Philadelphia. The dictum of Adam Smith that labor was the most immobile of all commodities appears to still hold true insofar as these applicants are concerned. This becomes more apparent when persons who held more than three jobs are considered as one group. This unstable eighth of the applicants were responsible for 26.8 per cent of all shifts in location. If those who held three jobs are added, it is seen that one-third of the workers made 51.8 per cent of all shifts. The relatively stable group who held one or two jobs constituted 68.7 per cent of all applicants but made only 48.2 per cent of the shifts.

TABLE LXXX

NUMBER OF SHIFTS IN JOB LOCATION BY NUMBER OF JOBS

No. of Shifts	Total		One Job		Two Jobs		Three Jobs		Four Jobs		Five Jobs		Six Jobs	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
0	792	71.3	303	78.7	266	71.7	139	65.9	56	58.2	23	62.2	5	50.0
1	205	18.4	82	21.3	72	19.4	33	15.6	11	11.5	6	16.2	1	10.0
2	95	8.6	....	...	33	8.9	36	17.1	19	19.8	4	10.8	3	30.0
3	12	1.1	....	...	....	...	3	1.4	6	6.3	3	8.1	....	...
4	5	.5	....	...	....	...	....	...	4	4.2	1	2.7	....	...
5	1	.1	....	...	....	...	....	...	....	...	....	...	1	10.0
TOTAL	1110	100.0	385	100.0	371	100.0	211	100.0	96	100.0	37	100.0	10	100.0

(Not specified, 22; grand total, 1132; one applicant reported seven jobs with two shifts of location.)

TABLE LXXXI

NUMBER OF DIFFERENT INDUSTRIES IN WHICH APPLICANTS WERE EMPLOYED BY NUMBER OF JOBS

No. of Industries	Total		One Job		Two Jobs		Three Jobs		Four Jobs		Five Jobs		Six Jobs	
	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent	Number Persons	Percent
1	600	53.7	388	100.0	146	38.9	45	21.1	13	13.5	8	22.8	....	...
2	370	33.2	....	...	229	61.1	94	44.1	37	38.5	7	20.0	3	30.0
3	111	9.9	....	...	....	...	74	34.8	23	24.0	11	31.5	3	30.0
4	31	2.8	....	...	....	...	....	...	23	24.0	7	20.0	1	10.0
5	5	.4	....	...	....	...	....	...	....	...	2	5.7	3	30.0
TOTAL	1117	100.0	388	100.0	375	100.0	213	100.0	96	100.0	35	100.0	10	100.0

(Not Specified, 15; Grand Total, 1132)

Occupational Mobility

The movements of workers from industry to industry and from occupation to occupation are surprisingly numerous. They also raise questions that suggest the need for intensive studies of these types of mobility as factors in the reduction of unemployment.

Shifts of Applicants between Industries

Table LXXXI shows the number of different industries in which applicants who held from one to six jobs, inclusive, were employed. Nearly half of the group and 70 per cent of all persons who reported more than one job had worked in more than one industry. Those reporting two jobs had one opportunity for change of industry and 61.1 per cent of the group actually did shift. Still larger proportions of those in the other job groups changed. Only 21.1 per cent of those who held three jobs remained in the same industry. The percentages for the remaining groups are 13.5, 22.8 and 0.0.

Slightly more than a third of those with three jobs were employed in three different industries. The now familiar unstable eighth of the applicants, who held more than three jobs, had large proportions of its members in more than two industries—approximately half of those who held four jobs, 57.2 per cent of those who had five and 70.0 per cent of those who had six jobs.

Since nearly three-fourths of the applicants who had definite opportunities to shift from one industry to another did so, one is naturally led to inquire as to the combinations of industries which were involved. Here again, the tabulation resulted in such a bewildering variety of combinations that it has been omitted. The examples which follow indicate the unrelated nature of the variations. The 370 persons who were in two industries, for example, reported 105 different pairs of industries. Only 19 of the pairs have more than five persons each and only eight have ten or more. In six of this latter number the

TABLE LXXXII

GRADE OF OCCUPATION ON FIRST JOB BY SHIFTS IN GRADE OF OCCUPATION

Grade of Occupation on First Job	No. Pers. in Each Grade of Occupation	Total No. of Possible Shifts	Number of Shifts: No Change	Up From Low	Up From Medium	Down From Medium	Down From High	Total Percentages	Percentages: No Change	Up From Low	Up From Medium	Down From Medium	Down From High
Persons Who Held Two Jobs													
Clerical:													
Low	56	56	43	13	....	....	....	100.0	76.8	23.2	...	...	...
Medium	34	34	21	....	11	2	....	100.0	61.8	...	32.4	5.8	...
High	22	22	11	....	....	....	11	100.0	50.0	...	...	...	50.0
Manual:													
Low	47	47	29	18	....	....	....	100.0	61.7	38.3	...	...	...
Medium	143	143	106	....	20	17	....	100.0	74.1	...	14.0	11.9	...
High	76	76	48	....	....	....	28	100.0	63.2	...	...	...	36.8
TOTAL	378	378	258	31	31	19	39	100.0	68.3	8.2	8.2	5.0	10.3
Persons Who Held Three Jobs													
Clerical:													
Low	22	44	16	26	....	2	....	100.0	36.4	59.1	...	4.5	...
Medium	27	54	39	2	9	4	....	100.0	72.2	3.7	16.7	7.4	...
High	11	22	18	....	2	....	2	100.0	81.8	...	9.1	...	9.1
Manual:													
Low	32	64	33	27	....	4	....	100.0	51.5	42.2	...	6.3	...
Medium	82	164	127	4	12	18	3	100.0	77.4	2.5	7.3	11.0	1.8
High	44	88	64	....	5	....	19	100.0	72.8	...	5.6	...	21.6
TOTAL	218	436	397	59	28	28	24	100.0	68.2	13.5	6.4	6.4	5.5
Persons Who Held Four Jobs													
Clerical:													
Low	16	48	27	20	....	1	....	100.0	56.3	41.7	...	2.0	...
Medium	9	27	16	2	4	4	1	100.0	59.3	7.4	14.8	14.8	3.7
High	1	3	....	....	1	....	2	100.0	...	...	33.3	...	66.7
Manual:													
Low	19	57	31	22	....	4	....	100.0	54.4	38.6	...	7.0	...
Medium	34	102	65	5	6	25	1	100.0	63.7	4.9	5.9	24.5	1.0
High	18	54	37	....	5	....	12	100.0	68.5	...	9.3	...	22.2
TOTAL	97	291	176	49	16	34	16	100.0	60.5	16.8	5.5	11.7	5.5

Persons Who Held Five Jobs

Clerical:													
Low	2	8	2	5	....	1	....	100.0	25.0	62.5	...	12.5	...
Medium	7	28	16	2	3	7	....	100.0	57.2	7.1	10.7	25.0	...
High	3	12	12	....	....	....	....	100.0	100.0	...	...	...	...
Manual:													
Low	8	32	16	13	....	3	....	100.0	50.0	40.7	...	9.3	...
Medium	13	52	36	3	5	6	2	100.0	69.2	5.8	9.6	11.5	3.9
High	7	28	20	....	4	....	4	100.0	71.4	...	14.3	...	14.3
TOTAL	40	160	102	23	12	17	6	100.0	63.7	14.4	7.5	10.6	3.8

Persons Who Held Six Jobs

Clerical:													
Low	1	5	4	1	....	....	....	100.0	80.0	20.0	...	...	...
Medium	2	10	6	....	2	....	2	100.0	60.0	...	20.0	...	20.0
High	1	5	5	....	....	....	....	100.0	100.0	...	...	...	...
Manual:													
Low	1	5	5	....	....	....	....	100.0	100.0	...	...	...	...
Medium	2	10	5	2	....	3	....	100.0	50.0	20.0	...	30.0	...
High	3	15	13	....	....	....	2	100.0	86.7	...	...	...	13.3
TOTAL	10	50	38	3	2	3	4	100.0	76.0	6.0	4.0	6.0	8.0

Total For All Persons

Clerical:													
Low	97	161	92	65	....	4	....	100.0	57.2	40.3	...	2.5	...
Medium	79	153	98	6	29	17	3	100.0	64.0	3.9	19.0	11.1	2.0
High	38	64	46	....	3	....	15	100.0	71.8	...	4.8	...	23.4
Manual:													
Low	107	205	114	80	....	11	....	100.0	55.6	39.0	...	5.4	...
Medium	274	471	339	14	43	69	6	100.0	72.0	3.0	9.1	14.6	1.3
High	148	261	182	....	14	....	65	100.0	69.7	...	5.4	...	24.9
TOTAL	743	1315	871	165	89	101	89	100.0	66.2	12.5	6.8	7.7	6.8

(One man had seven jobs; began in medium clerical grade; 2, no change; 2, up from low; 2, down from medium.)

"Metal" industry was paired with: "Retail trade", "Public utilities", "Textiles", "Foods and tobacco", "Lumber and furniture" and "Building and contracting".

The number of combinations reported is nearly equal to the number of applicants who were employed in three, four and five industries. The number of persons who were employed in three industries is 111 and they reported 90 combinations, no one of which has over four persons in it. There were 31 persons and 31 combinations in the four industry group and five persons and five combinations in the five industry group.

The complexity of the widespread shifting from one industry to another suggests that there is need for detailed study of this process. This study attempts only to state the amount of such movement shown by the applicants and to give an idea of its variety. Whether there is a necessity for so much shifting and what methods may be developed either to eliminate needless changes or to facilitate the transfer of labor from one industry to another are topics, the investigation of which should yield valuable information bearing upon the general problems of unemployment.

Shifts in the Grade of the Applicants' Occupations

Approximately one-third of the applicants who held more than one job were employed in more than one grade of occupation. Table LXXXII shows that the changes which took place resulted, after downward movements were subtracted, in an upgrading of five per cent of the workers from low to medium-grade occupations.

The final result conceals, however, the extent of the upward and downward movements which took place. For example, those who began as low-grade clerical workers rose to medium-grade on 40.3 per cent of their succeeding jobs and lost the gains which they had made on only 2.5 per cent. The net gain in status was 37.8 per cent. Low-grade manual workers improved their status on 39.0

per cent of their jobs and lost on 5.4 per cent. This group, therefore, also had a substantial net gain of 33.6 per cent.

Medium-grade clerical workers, after losses in status were subtracted, made a gain in 9.8 per cent of the jobs which they held. The medium-grade manual group showed a decrease in status on 3. 8 per cent of their jobs. Both high-grade groups had large downward movements. High-grade clerical workers lost status on 23.4 per cent of their jobs and regained it on only 4.8 per cent while the high-grade manual group lost on 24.9 per cent and recovered on but 5.4 per cent.

Shifts in grade of occupation, similar to those which have been presented for the whole group of applicants who held more than one job, are found when each of the individual groups is examined. The jobs reported by low-grade workers showed gains in status and those reported by high-grade workers showed losses. The percentage of change is approximately the same in each class, except where very few persons are involved.

The principal explanation of these substantial movements from one grade of occupation to another, which is offered by the data contained in this study, is based upon the age of the applicants. It has been shown that the number of jobs which were held are inversely related to age. Table LXXXII shows that a larger percentage of shifts, particularly from low to medium-grade occupations, were made by those who held three and four jobs than by those who were employed on two jobs. These observations suggest that the upward movement of younger workers was a larger factor.

Downward movements are partially explained by the loss in status of older workers. The high-grade manual and clerical workers among those who held two jobs were employed on 36.8 and 50 per cent of their second jobs in medium-grade occupations. These losses are larger than those shown for high-grade occupations when all jobs are combined. It is also quite possible that many downward shifts were due to the return of workers from

better jobs, which they were unable to retain, to their original occupations.

The amount of occupational shifting which was found among this group of applicants suggests that the concept of non-competing groups as presented in the modern explanations of wages must be modified if not discarded altogether. The idea of the stratification of industrial society into a series of levels, each of which contains a number of workers who are relatively free from competition of persons from other levels, has been very useful in explaining why skilled workers receive greater wages than unskilled.

The greater opportunities for obtaining occupational training through trade and vocational schools and the development of industrial technique, especially through the enormous extension of mechanization, which characterize modern conditions in the more progressive industrial countries, have tended to weaken the barriers between grades of labor.

Consideration of these changes has lessened the importance given to non-competing groups by some economists. Prof. Alfred Marshall[1] observes that the concept, as stated by John Stuart Mill and adopted by Cairnes, has lost much of its usefulness. He concludes in contrast that there is a "large and incessant movement of population upwards and downwards from grade to grade".

A less clearly defined position is taken by Prof. F. W. Taussig.[2] He states the existence of barriers between occupational levels and notes that there is some evidence that capacity of offspring tends to conform to that of parental stock. He suggests that there is a tendency toward a lessening of the rigidity of group lines and concludes that at any rate the "movement of laborer from grade to grade is not free".

1. Prof. Alfred Marshall, Principles of Economics, Book IV, Chapter VI, Macmillan & Co., Ltd., London, 1922.

2. F. W. Taussig, Principles of Economics, Vol. II, Chapter XLVII, Macmillan, New York, 1920.

Other economists adhere with less modification to the theory of noncompeting groups. Prof. R. T. Bye, for example, states the case in a very concise manner.[3] "The lines between the groups are not sharply drawn and there are always some individuals who, as the result of accidental ability or some fortunate combination of circumstances, succeed in rising from lower into higher groups. There are others who fall from higher into lower ranks, but such cases as these are exceptional as compared with the great mass of persons."

The evidence here presented indicates that movements are not "exceptional" but are much more common. One-third of the applicants who changed jobs did shift in grade of occupation. It is further suggested that this movement is sufficiently large to bring about additions to the various grades of labor which would affect the supply and demand relationship appreciably. In this connection, it is appropriate to note that decreasing differentials between skilled and unskilled workers in the important industrial countries have been reported in the wage statistics of the International Labor Review for several years.

Shifts in the Nature of Occupation by Number of Jobs

Additional evidence of changes in occupational status is presented in Table LXXXIII. Half of all the occupations reported were different from any previously held during the period covered in the study. A change in the nature of the work performed need not mean that the grade of occupation has also shifted. The fact, however, that so large a percentage of jobs were of different character than preceding ones does show how possible it was for upward and downward movements to occur.

The more important purpose of the table is to demonstrate the frequency of economic loss through changes in jobs that involved learning how to perform new tasks

3. Raymond T. Bye, Principles of Economics, Pp. 420-428. Knopt, New York, 1926.

TABLE LXXXIII

SHIFTS IN NATURE OF OCCUPATIONS BY NUMBER OF JOBS HELD AND BY GRADE OF FIRST OCCUPATION

Occupation Grade	No. of Applicants In Each Group	No. of Possible Shifts	No. Occupations Which Were Similar to Prev. Job	No. Occupations which were Different from any Previous Job	Total Percentage	Percentage of Sim. Occupations	Percentage of Dif. Occupations
Two Jobs							
Clerical:							
Low	56	56	33	23	100.0	58.9	41.1
Medium	34	34	22	12	100.0	64.7	35.3
High	22	22	14	8	100.0	63.6	36.4
Manual:							
Low	47	47	14	33	100.0	29.8	70.2
Medium	143	143	47	96	100.0	32.9	67.1
High	76	76	40	36	100.0	52.6	47.4
TOTAL	378	378	170	208	100.0	45.0	55.0
Three Jobs							
Clerical:							
Low	22	44	24	20	100.0	54.5	45.5
Medium	27	54	39	15	100.0	72.2	27.8
High	11	22	16	6	100.0	72.7	27.3
Manual:							
Low	32	64	28	36	100.0	43.7	56.3
Medium	82	164	69	95	100.0	42.1	57.9
High	44	88	58	30	100.0	65.9	34.1
TOTAL	218	436	234	202	100.0	53.7	46.3
Four Jobs							
Clerical:							
Low	16	48	26	22	100.0	54.2	45.8
Medium	9	27	11	16	100.0	40.7	59.3
High	1	3	1	2	100.0	33.3	66.7
Manual:							
Low	19	57	28	29	100.0	49.1	50.9
Medium	34	102	51	51	100.0	50.0	50.0
High	18	54	37	17	100.0	68.5	31.5
TOTAL	97	291	154	137	100.0	52.9	47.1
Five Jobs							
Clerical:							
Low	2	8	5	3	100.0	62.5	37.5
Medium	7	28	20	8	100.0	71.4	28.6
High	3	12	7	5	100.0	58.3	41.7
Manual:							
Low	8	32	14	18	100.0	43.7	56.3
Medium	13	52	21	31	100.0	40.4	59.6
High	7	28	23	5	100.0	82.2	17.8
TOTAL	40	160	90	70	100.0	56.3	43.7

TABLE LXXXIII (Continued)

Occupation Grade	No. of Applicants In Each Group	No. of Possible Shifts	No. Occupations Which Were Similar to Prev. Job	No. Occupations which were Different from Previous Job	Total Percentage	Percentage of Sim. Occupations	Percentage of Dif. Occupations
Six Jobs							
Clerical:							
Low	1	5	2	3	100.0	40.0	60.0
Medium	2	10	4	6	100.0	40.0	60.0
High	1	5	4	1	100.0	80.0	20.0
Manual:							
Low	1	5	....	5	100.0	...	100.0
Medium	2	10	7	3	100.0	70.0	30.0
High	3	15	11	4	100.0	73.3	26.7
TOTAL	10	50	28	22	100.0	56.0	44.0
All Jobs							
Clerical:							
Low	97	161	90	71	100.0	55.8	44.2
Medium	80	159	96	63	100.0	60.4	39.6
High	38	64	42	22	100.0	65.6	34.4
Manual:							
Low	107	205	84	121	100.0	41.0	59.0
Medium	274	471	195	276	100.0	41.4	58.6
High	148	261	169	92	100.0	64.8	35.2
TOTAL	744	1321	676	645	100.0	51.2	48.8

(Total includes one man who had seven; 2, same; and 4, different.)

which were decidedly different from those which constituted any former job. On approximately every other job the necessity for some learning period was encountered. The result is a period of reduced earnings for the worker because of low starting rates or due to his inability to attain standard production at piece rates. The employer suffers reductions in production and losses in wasted materials. He may also incur the additional expense of giving definite training to the worker.

The examination of the groups of applicants who reported different numbers of jobs and of the various occupation grades reveals that the percentage of change is not influenced by the number of jobs held. Comparison of percentages shows that clerical workers generally and

high-grade manual workers changed the nature of their work less often than did the medium and low-grade manual applicants. In all cases, the amount of change is substantial and the resulting economic loss, especially among the occupations above low-grade, must be considerable.

The preceding analysis of geographical and occupational mobility has shown that the latter occurs with greater frequency. Very few jobs involved locations in distant parts of the country. Only 11.4 per cent of job changes were accompanied by complete shifts of residence although the number of persons who came to Philadelphia to seek work indicate a possible addition of 7.6 per cent.

The mobility of the applicants among grades of occupations affected one-third of the jobs reported. This substantial movement indicates, insofar as the experience of this group is concerned, that the concept of non-competing groups is practically meaningless. Finally, shifts in the nature of work performed were shown which involve frequent losses to both worker and employer.

SUMMARY AND CONCLUSIONS

The more important findings which have come out of the detailed analysis of the preceding chapters are here presented in the form of a compact summary of the study. An effort has been made to bring together the conclusions which have been reached regarding the various phases of the experience of the applicants, which are significant in the solution of the problems of unemployment.

The Personal Characteristics of the Applicants

The outstanding personal characteristic of the applicants is their relative youth. More than three-fourths of these experienced workers were under thirty-five years of age. It will be remembered, also, that the largest single group among those whose records were rejected because of inadequate experience was composed of beginners who were less than 20 years of age. The consideration of this material suggests, therefore, that a very large proportion of applicants for jobs in business and industrial establishments are less than 35 years of age. All of which suggests that a program for the reduction of unemployment must pay considerable attention to the younger workers.

More than half of the applicants were married persons. These workers, in the majority of cases, are those who had medium-sized families of which they were the sole means of support. The greater number of single persons, in contrast, had only themselves to support or else had larger families to whose maintenance a number of wage-earners were contributing.

The analysis of place of birth revealed that three-fourths of the group were born in Philadelphia or nearby. This fact is an indication of the greater importance of local sources of labor supply. Only one-sixth of the appli-

cants were foreign-born and a very small number were born in other parts of the United States.

The significance of the findings regarding personal characteristics is repeatedly stressed in the conclusions which follow. Age, sex and marital status, size of family, and place of birth have in many instances an important relationship to the work experience of the applicants.

Employment Experience

The findings of the study in regard to employment experience reveal a steadiness which appears to refute the common assumption of the unstable character of unemployed persons. It was found that two-thirds of the applicants had held not more than two jobs during the three-year period and that only one-eighth had held more than three. The average duration of employment among this same two-thirds of the applicants compared favorably with the length of service of industrial workers. The average length of service of all applicants indicated that the number who changed employment in any year did not exceed 40 per cent. This rate compares favorably with the average turn-over rate of 45.2 per cent in "selected American factories"[1] for 1929.

This evidence of steadiness in employment indicates that opportunity for employment was the obvious remedy for the unemployment of a considerable portion of the applicants. The proportion of the group to which such a remedy does not seem suited represented but one-eighth of the total.

There was a distinct tendency for last jobs to be of shorter duration than those previously held. This may be regarded as unfavorable for two reasons. It is, in part, an indication of maladjustments and technological changes in industry which resulted in many recent layoffs. It also suggests that many workers who had held previous jobs for relatively long periods, were unable to

1. Monthly Labor Review, United States Department of Labor, February, 1930.

find work for which they were fitted or which was agreeable to them. In either case there is danger of deterioration in the employability of the group.

Young workers were decidedly less steady in employment than the older group. Insofar as the workers are responsible for it, this condition is a result of the trial and error method of determining what job is most satisfactory and of the ambition to advance to better-grade and more lucrative jobs. The whole process appears to be susceptible to facilitation through more careful hiring procedure by which the prospective employee is given a clear understanding of the possibilities of the job which is offered.

Unemployment Experience

The examination of employment status indicated that nine out of every ten applicants were unemployed. The remainder of the group was largely fully employed and the number of part-time workers was found to be very small.

The families of small size were most affected by unemployment since they are usually supported by a single wage earner. All families, however, suffered a considerable decrease in income because only 40 per cent of the normal number of supporters were employed at the time the study was made.

The average duration of unemployment among these applicants was less than that reported among a large group of persons who were out of work, in a recent survey of unemployment in Philadelphia.

The length of time lost varies among the different groups of applicants. Workers who were more than 35 years of age had been unemployed longer than younger persons. Women showed longer periods of idleness than men and foreign-born workers were out of work longer than native-born.

The variety of occupational experience and the number of jobs held vary inversely with the average duration of employment among the applicants. These relationships indicate that the workers who shifted jobs most often acquired the ability to obtain work with relative ease. In this connection, it is significant to note that a number of workers did change jobs without loss of time.

Over 60 per cent of the applicants had not experienced unemployment previous to that which was current at the time of reporting. The losses of possible full-time employment during the period covered were suffered, therefore, by less than 40 per cent of the group and among these persons they ranged from 5 to 30 per cent of possible working time.

The findings in regard to both the employment and unemployment experience of the applicants appear to substantiate a contention which was set up when the study was begun. Workers who were actively seeking jobs do give evidence that they will respond more immediately to opportunity for work because they have in great part been more persistent in employment and have not suffered as long from the effects of unemployment as has the general group of persons who are out of work.

Occupational Experience

The classification of applicants by grade of occupation showed that approximately two-thirds of them were manual workers and one-third had been employed in clerical work. The manual workers as a group were less steady in employment and were unemployed more frequently, though for less long periods, than clerical applicants. Persons in medium-grade manual occupations had the shortest lengths of service and were more often out of work for short periods than were those in any clerical occupations.

The industries which had the largest proportions of workers whose length of service was relatively short were

also those that tended to have larger percentages of persons unemployed for comparatively brief periods. These same industries are those in which the largest percentages of manual workers were engaged.

Variety of occupational experience was found to be characteristic of manual workers. It varied directly with the number of jobs held and with the frequency of loss of time between jobs.

The two most important of the personal characteristics which should be considered in conjunction with occupational experience are age and sex. Women are very unevenly distributed among both occupations and industries and the tendency toward long duration of unemployment which they demonstrated undoubtedly influenced the showing of clerical occupations and of several industries which employed relatively large numbers of women.

Age, however, appears to be more universally related to experience than any other personal characteristic. The occupations and industries in which short lengths of service, frequent unemployment and relatively brief periods of idleness were common, were those that had large proportions of younger workers among whom these same phenomena have been shown to be most prevalent.

The findings in regard to occupational experience are regarded as significant indications of the changes which are taking place in modern industry. The rapid increases of mechanization and the remarkable advances along technological lines may be said to have created a "new" industry in which jobs are simpler and may be more quickly learned. Closely associated with the enlarging demand for "general ability" is the ever greater opportunity for acquiring vocational training. This evolutionary process is affecting primarily the manual occupations and the younger workers in that group appear to be those who are responding most readily to it.

Geographical and Occupational Mobility

The analysis of geographical mobility showed that a very large proportion of all the jobs reported by the applicants were located inside of a zone approximately 100 miles in radius, of which Philadelphia was the center. This, in conjunction with the fact that three-fourths of the group were born within the same area, suggests that unemployment is largely a local or community problem. Reduction in the number of idle workers and the consequent restoration to them of larger purchasing power must, therefore, depend in large measure upon the ability of Philadelphia organizations to bring about greater activity among local industries.

The extensive movements of workers from occupation to occupation and from industry to industry indicates the necessity of further study of this important subject. The need for a large volume of such movements is, of course, open to question and cannot be determined until the underlying conditions are investigated. Whatever the findings may be regarding the desirability of such shifts, it is reasonably certain that loss of time can be avoided if efforts are directed toward ascertaining the seasonal character of the demands of the various industries and providing guidance for the flow of labor from one industry to another.

The Employability of the Applicants.

Five basic conclusions regarding the quality of the group have resulted from the analyses of the various phases of the applicants' experience. The first of these rests upon the evidence afforded by the chapter on employment experience. More than three-fourths of these experienced workers who sought jobs in business and industrial organizations had demonstrated a relatively high degree of steadiness in previous employment. The second conclusion, based upon the examination of unemployment among the applicants, is that only a small propor-

tion of the group had been subjected to the deteriorating effects of long periods of idleness.

The analysis of the occupational experience of the applicants is the basis for a third conclusion. Nearly two-thirds of all applicants had been employed in occupations which were above low-grade in character. The fourth and fifth conclusions are founded upon the material of the final chapter. They are: that the group demonstrated, as previously indicated, little geographical mobility and that an appreciable upward movement in grade of occupation was shown.

The summation of the conclusions, which have just been stated, leads to a final conclusion in regard to the quality of the applicants. The group appears to constitute a labor supply which is in great part above average quality. The enforced idleness of most of these workers is due, not to their unfitness for work, but to the inability of business and industry to absorb these capable and willing workers.

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